

City of Framingham



The City Council of Framingham



ORDER NO. 2025-062-001 REQUEST OF THE FINANCE SUBCOMMITTEE

UPON THE REQUEST OF THE FINANCE SUBCOMMITTEE, THE CITY OF FRAMINGHAM, THROUGH THE FRAMINGHAM CITY COUNCIL, IT IS SO ORDERED:

That the City Council hereby votes to authorize the transfer of \$200,000 from the FY2026 General Fund Salary Reserve to the Police Department's Salary budget for the purpose of funding year 1 (FY26) of the Police Superiors Memorandum of Agreement (MOA) and the associated salary schedules, as attached.

YEAS: Bryant, Cannon, King, Leombruno, Long, Mallach, Ottaviani, Steiner, Ward, White Harvey
NAYS: None
ABSTAIN: None
ABSENT: Alexander. All other members were present in person or via teleconference
TABLED IN COUNCIL: September 18, 2025

A TRUE RECORD, ATTEST:

9/19/2025

Date Approved

Lisa A. Ferguson, City Clerk
Emily L. Butler, Assistant City Clerk

9/29/25

Date Approved

Charlie Sisitsky, Mayor



CITY OF FRAMINGHAM

OFFICE OF THE CHIEF FINANCIAL OFFICER

Jennifer Pratt
Chief Financial Officer

Phone (508) 532-5427
Email jap@framinghamma.gov
www.framinghamma.gov

Memorial Building
150 Concord Street, Room 123
Framingham, MA 01702

To: Mayor Charles J. Sisitsky
Michael A. Tusino, III, Chief Operating Officer
From: Jennifer A. Pratt, Chief Financial Officer
Date: August 25, 2025 (Corrected 9-15-2025)
Re: Order 2025-062 Funding Authorization - Framingham Police Superior Officer's Association MOA

As the result of bargaining with the Framingham Police Superior Officer's Association (FPSOA), the City of Framingham and the FPSOA have reached an agreement for a union contract. Order 2025-062 requests funding for the impact of year one of the contract effective in FY2026.

This MOA covers 26 union members for a period of three years (FY2026, FY2027, FY2028) effective July 1, 2025 through June 30, 2028. Financial impacts for the entire contract duration are as follows:

Year 1 FY2026 \$192,806

Effective 07/01/2025 2% COLA \$50,957
Shift Differential Increase from 6% to 7% and 4% to 5% for Grandfathered \$26,728
Massachusetts Peace Officer Standards and Training (POST) Stipend 2% \$ \$66,927 (new in 26)
Hazardous Duty Stipend 1% \$33,464 (new in 26)
Impacts to Differential Stipends
Education \$11,790
Holiday \$2,940

Year 2 FY2027 \$171,550

Effective 07/01/2026 2% COLA \$51,976
Shift Differential Increase from 7% to 8% and 5% to 6% for Grandfathered \$36,148
Massachusetts Peace Officer Standards and Training (POST) Stipend 3% \$ \$33,148
Hazardous Duty Stipend 2% \$35,253
Impacts to Differential Stipends
Educational \$12,026
Holiday \$2,999

Year 3 FY2028 \$150,031

Effective 07/01/2027 2% COLA \$53,015
Shift Differential Increase 6% to 7% for Grandfathered \$7,854
Massachusetts Peace Officer Standards and Training (POST) Stipend 4% \$ \$37,284
Hazardous Duty Stipend 3% \$36,552
Impacts to Differential Stipends

Educational \$12,267

Holiday \$3,059

Motion: That the City Council hereby votes to authorize the transfer of \$200,000 from the FY2026 General Fund Salary Reserve to the Police Department's Salary budget for the purpose of funding year 1 (FY26) of the Police Superiors Memorandum of Agreement (MOA) and the associated salary schedules.

EFFECTIVE DATE	GROUP	GROUP DESC	GRADE/RANK	DESCRIPTION	STEP/LEVEL	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	3	49.646	373.04	1,865.20	96,990.40
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	4	50.6388	380.5008	1,902.50	98,930.22
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	5	51.6516	388.1108	1,940.55	100,908.82
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	6	52.6849	395.8731	1,979.37	102,927.01
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	7	53.7384	403.7906	2,018.95	104,985.55
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	8	54.8131	411.8664	2,059.33	107,085.26
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	3	51.1451	384.3046	1,921.52	99,919.20
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	4	52.1685	391.9938	1,959.97	101,918.40
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	5	53.2116	399.8322	1,999.16	103,956.36
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	6	54.2758	407.8274	2,039.14	106,035.12
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	7	55.3612	415.9835	2,079.92	108,155.70
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	8	56.4685	424.3043	2,121.52	110,319.12
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	3	52.6849	395.8738	1,979.37	102,927.18
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	4	53.7384	403.7905	2,018.95	104,985.54
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	5	54.8134	411.8682	2,059.34	107,085.72
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	6	55.9092	420.1027	2,100.51	109,226.70
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	7	57.0277	428.5059	2,142.53	111,411.54
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	8	58.1685	437.0778	2,185.39	113,640.24
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	3	54.2651	407.7489	2,038.74	106,014.72
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	4	55.3508	415.905	2,079.53	108,135.30
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	5	56.4575	424.2219	2,121.11	110,297.70
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	6	57.5869	432.7075	2,163.54	112,503.96
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	7	58.7386	441.3618	2,206.81	114,754.08
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	8	59.9132	450.1888	2,250.94	117,049.08
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	3	45.1328	339.1273	1,695.64	88,173.10
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	4	46.0354	345.9099	1,729.55	89,936.58
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	5	46.9561	352.828	1,764.14	91,735.29
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	6	47.8951	359.8846	1,799.42	93,570.00
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	7	48.8531	367.0823	1,835.41	95,441.40
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	8	49.8302	374.424	1,872.12	97,350.24
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	3	46.4959	349.3696	1,746.85	90,836.10
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	4	47.4256	356.3566	1,781.78	92,652.72

EFFECTIVE DATE	GROUP	GROUP DESC	GRADE/RANK	DESCRIPTION	STEP/LEVEL	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	5	48.3742	363.4848	1,817.42	94,506.06
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	6	49.3418	370.7543	1,853.77	96,396.12
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	7	50.3285	378.1689	1,890.84	98,323.92
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	8	51.3351	385.7326	1,928.66	100,290.48
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	3	47.8951	359.8835	1,799.42	93,569.70
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	4	48.8531	367.0823	1,835.41	95,441.40
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	5	49.8299	374.4224	1,872.11	97,349.82
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	6	50.8267	381.9115	1,909.56	99,297.00
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	7	51.8432	389.5498	1,947.75	101,282.94
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	8	52.8802	397.341	1,986.71	103,308.66
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	3	49.3319	370.6798	1,853.40	96,376.74
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	4	50.3186	378.0944	1,890.47	98,304.54
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	5	51.3253	385.6581	1,928.29	100,271.10
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	6	52.3516	393.3708	1,966.85	102,276.42
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	7	53.3985	401.2366	2,006.18	104,321.52
07/01/2025	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	8	54.4669	409.2632	2,046.32	106,408.44
FY2027									
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	3	50.6388	380.5008	1,902.50	98,930.21
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	4	51.6516	388.1108	1,940.55	100,908.82
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	5	52.6849	395.8731	1,979.37	102,927.00
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	6	53.7384	403.7906	2,018.95	104,985.55
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	7	54.8131	411.8664	2,059.33	107,085.26
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	8	55.9095	420.1037	2,100.52	109,226.97
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	3	52.168	391.9907	1,959.95	101,917.58
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	4	53.2119	399.8337	1,999.17	103,956.77
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	5	54.2758	407.8288	2,039.14	106,035.49
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	6	55.3612	415.9839	2,079.92	108,155.82
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	7	56.4685	424.3031	2,121.52	110,318.81
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	8	57.5978	432.7904	2,163.95	112,525.50
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	3	53.7386	403.7912	2,018.96	104,985.72
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	4	54.8131	411.8663	2,059.33	107,085.25

EFFECTIVE DATE	GROUP	GROUP DESC	GRADE/RANK	DESCRIPTION	STEP/LEVEL	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	5	55.9098	420.1055	2,100.53	109,227.43
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	6	57.0274	428.5047	2,142.52	111,411.23
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	7	58.1682	437.076	2,185.38	113,639.77
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	8	59.3319	445.8194	2,229.10	115,913.04
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	3	55.3505	415.9039	2,079.52	108,135.01
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	4	56.4578	424.2231	2,121.12	110,298.01
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	5	57.5866	432.7063	2,163.53	112,503.65
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	6	58.7386	441.3617	2,206.81	114,754.04
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	7	59.9135	450.1891	2,250.95	117,049.16
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	8	61.1115	459.1925	2,295.96	119,390.06
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	3	46.0354	345.9098	1,729.55	89,936.56
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	4	46.9561	352.8281	1,764.14	91,735.31
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	5	47.8951	359.8846	1,799.42	93,570.00
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	6	48.8531	367.0823	1,835.41	95,441.40
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	7	49.8302	374.424	1,872.12	97,350.23
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	8	50.8267	381.9125	1,909.56	99,297.24
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	3	47.4259	356.357	1,781.79	92,652.82
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	4	48.3742	363.4837	1,817.42	94,505.77
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	5	49.3418	370.7545	1,853.77	96,396.18
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	6	50.3287	378.1694	1,890.85	98,324.04
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	7	51.3351	385.7323	1,928.66	100,290.40
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	8	52.362	393.4473	1,967.24	102,296.29
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	3	48.8531	367.0811	1,835.41	95,441.09
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	4	49.8302	374.424	1,872.12	97,350.23
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	5	50.8265	381.9108	1,909.55	99,296.82
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	6	51.8432	389.5498	1,947.75	101,282.94
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	7	52.88	397.3408	1,986.70	103,308.60
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	8	53.9377	405.2878	2,026.44	105,374.83
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	3	50.3186	378.0933	1,890.47	98,304.27
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	4	51.325	385.6563	1,928.28	100,270.63
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	5	52.3519	393.3712	1,966.86	102,276.52
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	6	53.3987	401.2383	2,006.19	104,321.95

EFFECTIVE DATE	GROUP	GROUP DESC	GRADE/RANK	DESCRIPTION	STEP/LEVEL	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	7	54.4666	409.2613	2,046.31	106,407.95
07/01/2026	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	8	55.556	417.4485	2,087.24	108,536.61
FY2028									
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	3	51.6516	388.1108	1,940.55	100,908.81
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	4	52.6849	395.8731	1,979.37	102,927.00
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	5	53.7384	403.7905	2,018.95	104,985.54
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	6	54.8131	411.8664	2,059.33	107,085.26
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	7	55.9095	420.1037	2,100.52	109,226.97
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L<25	LT LESS THAN 25	8	57.0277	428.5058	2,142.53	111,411.51
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	3	53.2113	399.8305	1,999.15	103,955.93
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	4	54.276	407.8304	2,039.15	106,035.91
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	5	55.3615	415.9854	2,079.93	108,156.20
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	6	56.4685	424.3036	2,121.52	110,318.94
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	7	57.5978	432.7892	2,163.95	112,525.19
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L25Y	LT 25 YEARS	8	58.7498	441.4462	2,207.23	114,776.01
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	3	54.8134	411.867	2,059.34	107,085.43
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	4	55.9095	420.1037	2,100.52	109,226.96
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	5	57.0279	428.5076	2,142.54	111,411.98
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	6	58.168	437.0748	2,185.37	113,639.45
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	7	59.3316	445.8176	2,229.09	115,912.57
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L26Y	LT 26 YEARS	8	60.5185	454.7358	2,273.68	118,231.30
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	3	56.4575	424.222	2,121.11	110,297.71
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	4	57.5869	432.7076	2,163.54	112,503.97
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	5	58.7384	441.3605	2,206.80	114,753.72
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	6	59.9132	450.1889	2,250.94	117,049.12
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	7	61.1115	459.1928	2,295.96	119,390.14
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	L27Y	LT 27 YEARS	8	62.3338	468.3764	2,341.88	121,777.86
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	3	46.9561	352.828	1,764.14	91,735.29
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	4	47.8951	359.8847	1,799.42	93,570.02
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	5	48.8531	367.0823	1,835.41	95,441.40
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	6	49.8302	374.424	1,872.12	97,350.23

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07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S<25	SG LESS THAN 25	8	51.8432	389.5507	1,947.75	101,283.18
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	3	48.3742	363.4842	1,817.42	94,505.88
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	4	49.3418	370.7534	1,853.77	96,395.89
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	5	50.3287	378.1696	1,890.85	98,324.10
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	6	51.3351	385.7328	1,928.66	100,290.52
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	7	52.3617	393.447	1,967.23	102,296.21
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S25Y	SG 25 YEARS	8	53.4091	401.3162	2,006.58	104,342.22
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	3	49.8299	374.4227	1,872.11	97,349.91
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	4	50.8267	381.9124	1,909.56	99,297.23
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	5	51.8432	389.5491	1,947.75	101,282.76
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	6	52.88	397.3408	1,986.70	103,308.60
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	7	53.9377	405.2876	2,026.44	105,374.77
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S26Y	SG 26 YEARS	8	55.0165	413.3936	2,066.97	107,482.33
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	3	51.325	385.6552	1,928.28	100,270.36
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	4	52.3516	393.3694	1,966.85	102,276.04
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	5	53.3987	401.2387	2,006.19	104,322.05
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	6	54.4669	409.263	2,046.32	106,408.39
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	7	55.5558	417.4466	2,087.23	108,536.11
07/01/2027	PSOF	SUPERIOR POLICE OFFICERS	S27Y	SG 27 YEARS	8	56.6673	425.7975	2,128.99	110,707.34