

## Town of Windham

Step ->		1	2	3	4	5	6	7	8	9
From Employment if Hired at Step 1		Date of Hire to 1 year complete	>1 year to 2 years complete	> 2 years to 3 years complete	> 3 years to 4 years complete	> 4 years to 5 years complete	> 5 years to 7 years complete	> 7 years to 10 years complete	> 10 years to 15 years complete	> 15 years service complete
Yrs in Step if Hired at Other than Step 1		1	1	1	1	1	2	3	5	-
<b>Contract Year 1</b>	<b>Pay Scales</b>	<b>7/1/2025-6/30/2026</b>	<b>market adjustment</b>							
Patrol Officer (detective, CSO, SRO)	annual	66,587.04	68,032.64	70,911.36	71,843.20	72,463.04	75,508.16	76,714.56	79,412.32	84,718.40
	biweekly	2,561.04	2,616.64	2,727.36	2,763.20	2,787.04	2,904.16	2,950.56	3,054.32	3,258.40
	hourly	32.01	32.71	34.09	34.54	34.84	36.30	36.88	38.18	40.73
Sergeant	annual	85,922.72	86,858.72	87,815.52	87,907.04	88,772.32	90,384.32	91,174.72	92,514.24	96,120.96
	biweekly	3,304.72	3,340.72	3,377.52	3,381.04	3,414.32	3,476.32	3,506.72	3,558.24	3,696.96
	hourly	41.31	41.76	42.22	42.26	42.68	43.45	43.83	44.48	46.21
<b>Contract Year 2</b>	<b>Pay Scales</b>	<b>7/1/2026-6/30/2027</b>	<b>4% COLA</b>							
Patrol Officer (detective, CSO, SRO)	annual	69,250.52	70,753.95	73,747.81	74,716.93	75,361.56	78,528.49	79,783.14	82,588.81	88,107.14
	biweekly	2,663.48	2,721.31	2,836.45	2,873.73	2,898.52	3,020.33	3,068.58	3,176.49	3,388.74
	hourly	33.29	34.02	35.46	35.92	36.23	37.75	38.36	39.71	42.36
Sergeant	annual	89,359.63	90,333.07	91,328.14	91,423.32	92,323.21	93,999.69	94,821.71	96,214.81	99,965.80
	biweekly	3,436.91	3,474.35	3,512.62	3,516.28	3,550.89	3,615.37	3,646.99	3,700.57	3,844.84
	hourly	42.96	43.43	43.91	43.95	44.39	45.19	45.59	46.26	48.06
<b>Contract Year 3</b>	<b>Pay Scales</b>	<b>7/1/2027-6/30/2028</b>	<b>5% COLA</b>							
Patrol Officer (detective, CSO, SRO)	annual	72,713.05	74,291.64	77,435.21	78,452.77	79,129.64	82,454.91	83,772.30	86,718.25	92,512.49
	biweekly	2,796.66	2,857.37	2,978.28	3,017.41	3,043.45	3,171.34	3,222.01	3,335.32	3,558.17
	hourly	34.96	35.72	37.23	37.72	38.04	39.64	40.28	41.69	44.48
Sergeant	annual	93,827.61	94,849.72	95,894.55	95,994.49	96,939.37	98,699.68	99,562.79	101,025.55	104,964.09
	biweekly	3,608.75	3,648.07	3,688.25	3,692.10	3,728.44	3,796.14	3,829.34	3,885.60	4,037.08
	hourly	45.11	45.60	46.10	46.15	46.61	47.45	47.87	48.57	50.46