

San Diego Community College District
Police Officers' Association (POA)
Effective January 1, 2026

| Range | Step A (1) | Step B (2) | Step C (3) | Step D (4) | Step E (5) | Step F (6) | Step G (7) | Step H (8) |
|--------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 6 | \$6,958.27 | \$7,306.19 | \$7,671.49 | \$8,055.07 | \$8,457.82 | \$8,880.71 | \$9,324.75 | \$9,790.99 |
| 5 | \$6,050.67 | \$6,353.20 | \$6,670.86 | \$7,004.41 | \$7,354.63 | \$7,722.36 | \$8,108.48 | \$8,513.90 |
| 4 | \$5,261.45 | \$5,524.53 | \$5,800.75 | \$6,090.79 | \$6,395.33 | \$6,715.10 | \$7,050.85 | \$7,403.39 |
| 3 | \$4,575.18 | \$4,803.94 | \$5,044.13 | \$5,296.34 | \$5,561.16 | \$5,839.21 | \$6,131.17 | \$6,437.73 |
| 2 | \$3,978.41 | \$4,177.34 | \$4,386.20 | \$4,605.51 | \$4,835.79 | \$5,077.58 | \$5,331.46 | \$5,598.03 |
| 1 | \$3,459.49 | \$3,632.47 | \$3,814.09 | \$4,004.79 | \$4,205.03 | \$4,415.28 | \$4,636.05 | \$4,867.85 |

New schedule effective January 1, 2026

Increase of 1.7% across all ranges

Shaded steps refer to less than \$5,300.53 monthly rate of pay. Employees will be placed on the next highest step of their range.