

**SALARY TABLE 2026 - UNITED STATES PARK POLICE
LAW ENFORCEMENT PAY EQUITY ACT OF 2000
SAN FRANCISCO, CA LOCALITY PAY AREA**

INCORPORATING THE 1.0% GENERAL SCHEDULE INCREASE AND A SPECIAL RATE SUPPLEMENT OF 50.39%

EFFECTIVE JANUARY 11, 2026

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	Time Required to Reach Service Steps	52 Weeks (1 Year)			104 Weeks (2 Years)					156 Wks	208 Weeks (4 Years)					
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	USPP Years in Service	1	2	3	4	5	7	9	11	13	15	18	22	26	30	
1	1	PRIVATE	79,950	84,761	89,751	93,885	100,470	107,139	111,257	115,423	119,575	123,715	130,933	135,724	139,735	143,907
1	2	PRIVATE (Technician)	84,747	89,847	95,136	99,518	106,498	113,567	117,932	122,348	126,750	131,138	138,789	143,867	148,119	152,541
1	3	PRIVATE (Pilot)	85,547	90,694	96,034	100,457	107,503	114,639	119,045	123,503	127,945	132,375	140,098	145,225	149,516	153,980
3	4	DETECTIVE			103,826	109,024	114,236	119,434	124,565	129,773	134,966	140,147	149,972	155,163	160,383	165,181
4	5	SERGEANT (Line)				113,084	118,706	124,329	130,008	135,677	141,350	146,996	155,732	161,356	167,029	172,016
4	6	SERGEANT (Detective)				119,869	125,828	131,789	137,808	143,818	149,831	155,816	165,076	171,037	177,051	182,337
4	7	SERGEANT (Technician)				119,869	125,828	131,789	137,808	143,818	149,831	155,816	165,076	171,037	177,051	182,337
4	8	SERGEANT (Pilot)				121,000	127,015	133,032	139,109	145,174	151,245	157,286	166,633	172,651	178,721	184,057
5	9	LIEUTENANT					124,739	130,975	138,539	144,842	151,118	157,410	167,068	173,324	179,560	184,917
7	10	CAPTAIN						146,507	153,863	161,205	168,432	175,768	186,894	194,271	197,200	197,200
8	11	MAJOR							169,437	178,242	187,505	197,200	197,200	197,200	197,200	197,200

In no case may the annual rate of basic compensation for any such officer or member exceed the rate of basic pay payable for Level IV of the Executive Schedule in accordance with P.L. 106-554.

In accordance with 5 DC Code, 5-1304 (h)(3), Premium Pay may not be paid to any member (exempt from FLSA) at a rate in excess of the basic pay level V of the Executive Schedule (\$184,900 per annum, effective January 2026) for a bi-weekly limitation of \$7,088.00

MALIA BRUYNEEL WILBER

Digitally signed by MALIA BRUYNEEL WILBER
Date: 2026.01.12 10:23:43 -05'00'

Certified Correct:

Deputy Associate Director, Workforce

Date

FPPS Table Number 41074

**SALARY TABLE 2026 - UNITED STATES PARK POLICE
LAW ENFORCEMENT PAY EQUITY ACT OF 2000
SAN FRANCISCO, CA LOCALITY PAY AREA**

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EFFECTIVE JANUARY 11, 2026

Class 1 - PRIVATE (Line)

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
1-1	3,075.000	307.500	38.438	57.656	N/A	N/A	FLSA Non-Exempt
1-2	3,260.038	326.004	40.750	61.126	N/A	N/A	FLSA Non-Exempt
1-3	3,451.962	345.196	43.150	64.724	N/A	N/A	FLSA Non-Exempt
1-4	3,610.962	361.096	45.137	67.706	N/A	N/A	FLSA Non-Exempt
1-5	3,864.231	386.423	48.303	72.454	N/A	N/A	FLSA Non-Exempt
1-6	4,120.731	412.073	51.509	77.264	N/A	N/A	FLSA Non-Exempt
1-7	4,279.115	427.912	53.489	80.233	N/A	N/A	FLSA Non-Exempt
1-8	4,439.346	443.935	55.492	83.238	N/A	N/A	FLSA Non-Exempt
1-9	4,599.038	459.904	57.488	86.232	N/A	N/A	FLSA Non-Exempt
1-10	4,758.269	475.827	59.478	89.218	N/A	N/A	FLSA Non-Exempt
1-11	5,035.885	503.588	62.949	94.423	N/A	N/A	FLSA Non-Exempt
1-12	5,220.154	522.015	65.252	97.878	N/A	N/A	FLSA Non-Exempt
1-13	5,374.423	537.442	67.180	100.770	N/A	N/A	FLSA Non-Exempt
1-14	5,534.885	553.488	69.186	103.779	N/A	N/A	FLSA Non-Exempt

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Class 1 - PRIVATE (Technician, M/C, HMP, Canine, P/C, MPO @ 6%)

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
1-1	3,259.500	325.950	40.744	61.116	N/A		FLSA Non-Exempt
1-2	3,455.654	345.565	43.196	64.794	N/A		FLSA Non-Exempt
1-3	3,659.077	365.908	45.738	68.608	N/A		FLSA Non-Exempt
1-4	3,827.615	382.762	47.845	71.768	N/A		FLSA Non-Exempt
1-5	4,096.077	409.608	51.201	76.801	N/A		FLSA Non-Exempt
1-6	4,367.962	436.796	54.600	81.899	N/A		FLSA Non-Exempt
1-7	4,535.846	453.585	56.698	85.047	N/A		FLSA Non-Exempt
1-8	4,705.692	470.569	58.821	88.232	N/A		FLSA Non-Exempt
1-9	4,875.000	487.500	60.938	91.406	N/A		FLSA Non-Exempt
1-10	5,043.769	504.377	63.047	94.571	N/A		FLSA Non-Exempt
1-11	5,338.038	533.804	66.725	100.088	N/A		FLSA Non-Exempt
1-12	5,533.346	553.335	69.167	103.750	N/A		FLSA Non-Exempt
1-13	5,696.885	569.688	71.211	106.817	N/A		FLSA Non-Exempt
1-14	5,866.962	586.696	73.337	110.006	N/A		FLSA Non-Exempt

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Class 1 - PRIVATE (Pilot @ 7%)

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
1-1	3,290.269	329.027	41.128	61.693	N/A		FLSA Non-Exempt
1-2	3,488.231	348.823	43.603	65.404	N/A		FLSA Non-Exempt
1-3	3,693.615	369.362	46.170	69.255	N/A		FLSA Non-Exempt
1-4	3,863.731	386.373	48.297	72.445	N/A		FLSA Non-Exempt
1-5	4,134.731	413.473	51.684	77.526	N/A		FLSA Non-Exempt
1-6	4,409.192	440.919	55.115	82.672	N/A		FLSA Non-Exempt
1-7	4,578.654	457.865	57.233	85.850	N/A		FLSA Non-Exempt
1-8	4,750.115	475.012	59.376	89.065	N/A		FLSA Non-Exempt
1-9	4,920.962	492.096	61.512	92.268	N/A		FLSA Non-Exempt
1-10	5,091.346	509.135	63.642	95.463	N/A		FLSA Non-Exempt
1-11	5,388.385	538.838	67.355	101.032	N/A		FLSA Non-Exempt
1-12	5,585.577	558.558	69.820	104.730	N/A		FLSA Non-Exempt
1-13	5,750.615	575.062	71.883	107.824	N/A		FLSA Non-Exempt
1-14	5,922.308	592.231	74.029	111.043	N/A		FLSA Non-Exempt

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Class 3 - DETECTIVE

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
3-3	3,993.308	399.331	49.916	74.875	N/A		FLSA Non-Exempt
3-4	4,193.231	419.323	52.415	78.623	N/A		FLSA Non-Exempt
3-5	4,393.692	439.369	54.921	82.382	N/A		FLSA Non-Exempt
3-6	4,593.615	459.362	57.420	86.130	N/A		FLSA Non-Exempt
3-7	4,790.962	479.096	59.887	89.831	N/A		FLSA Non-Exempt
3-8	4,991.269	499.127	62.391	93.586	N/A		FLSA Non-Exempt
3-9	5,191.000	519.100	64.888	97.331	N/A		FLSA Non-Exempt
3-10	5,390.269	539.027	67.378	101.068	N/A		FLSA Non-Exempt
3-11	5,768.154	576.815	72.102	108.153	N/A		FLSA Non-Exempt
3-12	5,967.808	596.781	74.598	111.896	N/A		FLSA Non-Exempt
3-13	6,168.577	616.858	77.107	115.661	N/A		FLSA Non-Exempt
3-14	6,353.115	635.312	79.414	119.121	N/A		FLSA Non-Exempt

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Class 4 - SERGEANT (Line)

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
4-4	4,349.385	434.938	54.367	81.551	N/A	N/A	FLSA Non-Exempt
4-5	4,565.615	456.562	57.070	85.605	N/A	N/A	FLSA Non-Exempt
4-6	4,781.885	478.188	59.774	89.660	N/A	N/A	FLSA Non-Exempt
4-7	5,000.308	500.031	62.504	93.756	N/A	N/A	FLSA Non-Exempt
4-8	5,218.346	521.835	65.229	97.844	N/A	N/A	FLSA Non-Exempt
4-9	5,436.538	543.654	67.957	101.935	N/A	N/A	FLSA Non-Exempt
4-10	5,653.692	565.369	70.671	106.007	N/A	N/A	FLSA Non-Exempt
4-11	5,989.692	598.969	74.871	112.307	N/A	N/A	FLSA Non-Exempt
4-12	6,206.000	620.600	77.575	116.363	N/A	N/A	FLSA Non-Exempt
4-13	6,424.192	642.419	80.302	120.454	N/A	N/A	FLSA Non-Exempt
4-14	6,616.000	661.600	82.700	124.050	N/A	N/A	FLSA Non-Exempt

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Class 4 - SERGEANT (Detective @ 6%)

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
4-4	4,610.346	461.035	57.629	86.444	N/A		FLSA Non-Exempt
4-5	4,839.538	483.954	60.494	90.741	N/A		FLSA Non-Exempt
4-6	5,068.808	506.881	63.360	95.040	N/A		FLSA Non-Exempt
4-7	5,300.308	530.031	66.254	99.381	N/A		FLSA Non-Exempt
4-8	5,531.462	553.146	69.143	103.715	N/A		FLSA Non-Exempt
4-9	5,762.731	576.273	72.034	108.051	N/A		FLSA Non-Exempt
4-10	5,992.923	599.292	74.912	112.367	N/A		FLSA Non-Exempt
4-11	6,349.077	634.908	79.363	119.045	N/A		FLSA Non-Exempt
4-12	6,578.346	657.835	82.229	123.344	N/A		FLSA Non-Exempt
4-13	6,809.654	680.965	85.121	127.681	N/A		FLSA Non-Exempt
4-14	7,012.962	701.296	87.662	131.493	N/A		FLSA Non-Exempt

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Class 4- SERGEANT (Technician @ 6%)

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
4-4	4,610.346	461.035	57.629	86.444	N/A		FLSA Non-Exempt
4-5	4,839.538	483.954	60.494	90.741	N/A		FLSA Non-Exempt
4-6	5,068.808	506.881	63.360	95.040	N/A		FLSA Non-Exempt
4-7	5,300.308	530.031	66.254	99.381	N/A		FLSA Non-Exempt
4-8	5,531.462	553.146	69.143	103.715	N/A		FLSA Non-Exempt
4-9	5,762.731	576.273	72.034	108.051	N/A		FLSA Non-Exempt
4-10	5,992.923	599.292	74.912	112.367	N/A		FLSA Non-Exempt
4-11	6,349.077	634.908	79.363	119.045	N/A		FLSA Non-Exempt
4-12	6,578.346	657.835	82.229	123.344	N/A		FLSA Non-Exempt
4-13	6,809.654	680.965	85.121	127.681	N/A		FLSA Non-Exempt
4-14	7,012.962	701.296	87.662	131.493	N/A		FLSA Non-Exempt

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Class 4 - SERGEANT (Pilot @ 7%)

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
4-4	4,653.846	465.385	58.173	87.260	N/A		FLSA Non-Exempt
4-5	4,885.192	488.519	61.065	91.597	N/A		FLSA Non-Exempt
4-6	5,116.615	511.662	63.958	95.937	N/A		FLSA Non-Exempt
4-7	5,350.346	535.035	66.879	100.319	N/A		FLSA Non-Exempt
4-8	5,583.615	558.362	69.795	104.693	N/A		FLSA Non-Exempt
4-9	5,817.115	581.712	72.714	109.071	N/A		FLSA Non-Exempt
4-10	6,049.462	604.946	75.618	113.427	N/A		FLSA Non-Exempt
4-11	6,408.962	640.896	80.112	120.168	N/A		FLSA Non-Exempt
4-12	6,640.423	664.042	83.005	124.508	N/A		FLSA Non-Exempt
4-13	6,873.885	687.388	85.924	128.885	N/A		FLSA Non-Exempt
4-14	7,079.115	707.912	88.489	132.733	N/A		FLSA Non-Exempt

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Class 5 - LIEUTENANT

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
5-5	4,797.654	479.765	59.971	59.971	38.00		FLSA Exempt
5-6	5,037.500	503.750	62.969	62.969	32.50		FLSA Exempt
5-7	5,328.423	532.842	66.605	66.605	26.25		FLSA Exempt
5-8	5,570.846	557.085	69.636	69.636	21.75		FLSA Exempt
5-9	5,812.231	581.223	72.653	72.653	17.50		FLSA Exempt
5-10	6,054.231	605.423	75.678	75.678	13.50		FLSA Exempt
5-11	6,425.692	642.569	80.321	80.321	8.00		FLSA Exempt
5-12	6,666.308	666.631	83.329	83.329	5.00		FLSA Exempt
5-13	6,906.154	690.615	86.327	86.327	2.00		FLSA Exempt
5-14	7,112.192	711.219	88.902	88.902	(0.50)		FLSA Exempt

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Class 7 - CAPTAIN

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
7-6	5,634.885	563.488	70.436	70.436	20.50		FLSA Exempt
7-7	5,917.808	591.781	73.973	73.973	15.75		FLSA Exempt
7-8	6,200.192	620.019	77.502	77.502	11.25		FLSA Exempt
7-9	6,478.154	647.815	80.977	80.977	7.50		FLSA Exempt
7-10	6,760.308	676.031	84.504	84.504	3.75		FLSA Exempt
7-11	7,188.231	718.823	89.853	89.853	(1.25)		FLSA Exempt
7-12	7,471.962	747.196	93.400	93.400	-		FLSA Exempt
7-13	7,584.615	758.462	94.808	94.808	-		FLSA Exempt
7-14	7,584.615	758.462	94.808	94.808	-		FLSA Exempt

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Class 8 - MAJOR

Subclass/Step	Pay Period	Daily	Regular Hourly	Overtime Hourly	Bi-weekly Premium Pay Cap 7,088.00	Maximum # Hours	
8-6	6,516.808	651.681	81.460	81.460	7.00		FLSA Exempt
8-7	6,855.462	685.546	85.693	85.693	2.50		FLSA Exempt
8-8	7,211.731	721.173	90.147	90.147	(1.50)		FLSA Exempt
8-9	7,584.615	758.462	94.808	94.808	-		FLSA Exempt
8-10	7,584.615	758.462	94.808	94.808	-		FLSA Exempt
8-11	7,584.615	758.462	94.808	94.808	-		FLSA Exempt
8-12	7,584.615	758.462	94.808	94.808	-		FLSA Exempt
8-13	7,584.615	758.462	94.808	94.808	-		FLSA Exempt
8-14	7,584.615	758.462	94.808	94.808	-		FLSA Exempt