EXHIBIT D

CITY OF TUSCALOOSA, ALABAMA
POLICE OFFICER AND FIREFIGHTER
PAY GRADE AND STEP SCHEDULE
ANNUAL AMOUNTS

OCTOBER 2026

Grade	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
PF1	58,585.65	58,951.49	60,425.27	61,935.90	63,484.30	65,071.39	66,698.18	68,365.66	70,074.79	71,826.67	73,622.33	75,462.89	77,349.46	79,283.19	81,265.26	83,296.90
PF2		61,899.07	63,446.54	65,032.70	66,658.51	68,324.97	70,033.10	71,783.93	73,578.53	75,418.00	77,303.44	79,236.03	81,216.93	83,247.35	85,328.54	87,461.75
PF3		70,741.79	72,510.33	74,323.09	76,181.16	78,085.70	80,037.83	82,038.77	84,089.75	86,191.98	88,346.79	90,555.45	92,819.35	95,139.83	97,518.33	99,956.28
PF4		73,689.35	75,531.58	77,419.88	79,355.38	81,339.25	83,372.75	85,457.05	87,593.48	89,783.32	92,027.90	94,328.61	96,686.81	99,103.99	101,581.59	104,121.12
PF5		85,479.65	87,616.64	89,807.05	92,052.24	94,353.54	96,712.38	99,130.20	101,608.45	104,148.65	106,752.37	109,421.18	112,156.70	114,960.63	117,834.64	120,780.50
PF6		94,322.37	96,680.43	99,097.44	101,574.88	104,114.25	106,717.11	109,385.03	112,119.66	114,922.66	117,795.72	120,740.61	123,759.13	126,853.11	130,024.44	133,275.04
PF7		117,902.97	120,850.55	123,871.81	126,968.60	130,142.82	133,396.39	136,731.28	140,149.58	143,653.32	147,244.64	150,925.76	154,698.91	158,566.38	162,530.54	166,593.81
PF8		147,378.74	151,063.21	154,839.79	158,710.77	162,678.55	166,745.51	170,914.15	175,187.01	179,566.68	184,055.84	188,657.24	193,373.67	198,208.02	203,163.22	208,242.30

Code	Job	Grade	FLSA
5010	Police Chief	PF7	N
5011	Assistant Police Chief	PF6	N
5012	Police Captain	PF5	N
5013	Police Lieutenant	PF4	N
5014	Police Sergeant	PF3	N
5016	Police Patrol Officer	PF1	N
5025	Police Patrol Officer, Recruit	PF1	N
6000	Executive Director of Public Safety	PF8	N
6010	Fire Chief	PF7	N
6011	Deputy Fire Chief	PF6	N
6012	Fire Battalion Chief	PF5	N
6013	Fire Marshal	PF5	N
6110	EMS Chief	PF5	N
6016	Fire Captain	PF4	N
6020	Fire Lieutenant	PF3	N
6021	Fire Apparatus Operator	PF2	N
6023	Firefighter	PF1	N