



**CITY OF NEW BEDFORD**

**JONATHAN F. MITCHELL, MAYOR**

September 17, 2015

City Council President Brian K. Gomes  
Honorable Members of the City Council  
133 William Street  
New Bedford, MA 02740

Dear Council President Gomes and Honorable Members of the City Council:

I am submitting for your approval an ORDER that the sum of **FOUR HUNDRED THIRTY THREE THOUSAND SIX HUNDRED FORTY NINE DOLLARS (\$433,649.00)** now standing to the credit of the account from **STABILIZATION** be and the same is hereby transferred and appropriated to as follows:

**POLICE SALARIES AND WAGES.....\$427,451**  
**GENERAL GOVERNMENT UNCLASSIFIED CHARGES**  
**AND SERVICES.....\$6,198**

This transfer provides funding for the one-year contract with the New Bedford Police Union, per the attached correspondence. The transfer reassigns funding from the General Fund's Stabilization account, which has a current balance of \$8,221,029. This funding will be replaced by the assignment of Free Cash once the State has certified the City's submission.

To be certified and approved by the Department Head.

Sincerely,

Jonathan F. Mitchell  
Mayor

JFM/smt



# CITY OF NEW BEDFORD

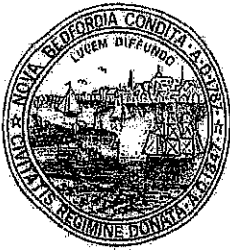
## CITY COUNCIL

September 24, 2015

ORDERED: That the sum of **FOUR HUNDRED THIRTY THREE THOUSAND SIX HUNDRED FORTY NINE DOLLARS (\$433,649.00)** now standing to the credit of the account from **STABILIZATION** be and the same is hereby transferred and appropriated to as follows:

|  |                  |
|--|------------------|
| <b>POLICE SALARIES AND WAGES.....</b>                                | <b>\$427,451</b> |
| <b>GENERAL GOVERNMENT UNCLASSIFIED CHARGES<br/>AND SERVICES.....</b> | <b>\$6,198</b>   |

To be certified and approved by the Department Head.



*City of New Bedford*  
OFFICE OF THE CITY SOLICITOR

MIKAELAA. McDERMOTT  
*City Solicitor*

JANE MEDEIROS FRIEDMAN  
*First Assistant City Solicitor*

SHANNON C. SHREVE  
*Counsel II*

ERIC JAIKES  
JOHN A. MARKEY, JR.  
KREG R. ESPINOLA  
*Assistant City Solicitors*

BLAIR S. BAILEY  
ERIC C. COHEN  
JOHN E. FLOR  
THOMAS J. MATHIEU  
ELIZABETH TREADUP PIO  
*Special Legal Counsel*

September 8, 2015

Honorable Jon F. Mitchell, Mayor  
City of New Bedford  
133 William Street  
New Bedford, MA 02740

Dear Mr. Mayor:

The New Bedford Police Union recently ratified a one year collective bargaining agreement for FY 2016. The agreement provided for a base wage parity adjustment on July 1, 2015 and a 1% wage increase effective January 1, 2016. In submitting to the City Council an order to fund the collective bargaining agreement, you requested I provide you with the factual background for the base wage parity adjustment for police officers under the agreement.

The City in negotiations with its police officers and firefighters has had a long history of maintaining base wage parity with its public safety employees. This policy or practice was based essentially on fairness and was acceptable to both unions. In October 2014 this was to change dramatically as a result of an award issued by an arbitration panel (Panel) appointed by the Joint Labor Management Committee (JLMC). The award was seriously flawed because it was based upon factual errors regarding wage parity between police and fire and established a substantial disparity between these two groups.

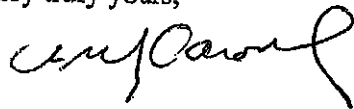
Although the award issued in October 2014 by the Panel alleged it was maintaining wage parity, it included a 2% retroactive wage increase for firefighters effective July 1, 2012 that increased firefighters' wages well above those of police officers under their most recent contract. The 2% increase for firefighters in July 2012 was further compounded by the increases awarded by the Panel in 2014 and 2015 to firefighters so that as of July 1, 2015 a firefighter was earning approximately \$25 per week on average more than a police officer. I have attached a letter dated November 14, 2014 to the Chairman of the JLMC outlining in detail the factual errors and requesting the full Committee to review the award because it was not supported by "material and substantive evidence on the whole record". On November 17, 2014, the Chairman denied the request to review the award for compliance with the law. On November 18, 2014, you submitted to the City Council an order for \$1.8 million dollars to fund the award outlining the wage

increases and its cost along with an explanation of the process and the constraints upon you as the "public employer." On November 25, 2014, the City Council approved the order by a vote of 10-0.

Under Chapter 589 of the Acts of 1987 the Legislature established a process for binding arbitration in connection with collective bargaining between cities and towns and their police officers and firefighters. Under the Act the Legislature made awards binding solely upon the Chief Executive, mayor or board of selectman, and imposed upon them a requirement that they submit the award to the municipal legislative body for funding with a recommendation for approval. This latter requirement has been interpreted by the Labor Relations Commission to require active support. A simple recommendation is not sufficient under the Act as interpreted by the Commission. Thus the Legislature placed the responsibility in the municipal legislative body to conduct due diligence in funding an award issued by a Panel appointed by the JLMC. If the municipal legislative body "votes not to approve the request for appropriation, the decision or determination shall cease to be binding upon the parties" and the matter is returned to the bargaining table.

Accordingly, with the questionable award issued to firefighters in 2014 that created a substantial disparity between police officers and firefighters, it was incumbent upon the City to address this issue or face the prospect of an impasse with the Police Union and another petition for arbitration. Given the bargaining history of pay equity between police and fire it was unlikely a future Arbitration Panel would allow a disparity between these two public safety groups. This agreement rectifies the issue created by last year's Fire award and maintains a positive labor - management relationship with our police officers going forward.

Very truly yours,



Arthur J. Caron, Jr.  
Special Counsel

AJC/lp  
enc.

cc: Mikaela McDermott, City Solicitor



*City of New Bedford*  
OFFICE OF THE CITY SOLICITOR

MIKAELA A. McDERMOTT  
*City Solicitor*

JANE MEDEIROS FRIEDMAN  
*First Assistant City Solicitor*

SHANNON C. SHREVE  
*Counsel II*

ERIC JAIKES  
JOHN A. MARKEY, JR.  
KREG R. ESPINOLA  
*Assistant City Solicitors*

BLAIR S. BAILEY  
ERIC C. COHEN  
JOHN E. FLOR  
THOMAS J. MATHIEU  
ELIZABETH TREADUP PIO  
*Special Legal Counsel*

November 14, 2014

John W. Hanson, Neutral Chair  
Jill R. Goldsmith, Management Chair  
Jay Colbert, Fire Chair  
Commonwealth of Massachusetts  
Department of Labor Relations  
Joint Labor-Management Committee  
10 Staniford Street, 1<sup>st</sup> Floor  
Boston, MA 02114

Re: JLMC-13-2548 New Bedford Fire Fighters, Local 841 and City of New Bedford

Dear Sir/Madam:

We write to ask you to review the Interest Arbitration Award (Award) issued on October 21, 2014 by an arbitration panel appointed by the Joint Labor Management Committee (JLMC) in connection with the collective bargaining agreement between the City of New Bedford (City) and the New Bedford International Association of Firefighters, Local 841 (Fire Union).

As you are aware, Chapter 589 of the Acts of 1987 governs this dispute, and it provides that any award is binding upon the public employer, subject to approval by the legislative body, "if supported by material and substantive evidence on the whole record." We believe that the Award is not supported by material and substantive evidence on the whole record because: (1) although the Award purports to establish wage parity between New Bedford's police officers and firefighters, it in fact creates substantial disparity because it provides firefighters with a 2% retroactive raise in base wages that the Police did not receive in its most recent contract, as well as with expanded educational incentives; (2) the panel did not meet its legal obligation to consider certain material factors regarding the City's ability to pay; and (3) the panel miscalculated the cost of the Award to the City.

Since the JLMC retains exclusive jurisdiction over this matter, and the City is required to exhaust its administrative remedies, the City is petitioning the JLMC to review this Award to

determine whether it is supported by material and substantive evidence on the whole record and, as such, must be submitted to the New Bedford City Council for approval.

#### Procedural History and Relevant Provisions of the Award

On January 7, 2013, the Fire Union petitioned the JLMC to intervene in negotiations over a successor collective bargaining agreement between the Fire Union and the City. The JLMC voted on June 20, 2013 to exercise formal jurisdiction in this matter pursuant to Chapter 589 of the Acts of 1987. On February 14, 2014, the JLMC found there was an exhaustion of collective bargaining that constituted a potential threat to public welfare. The Fire Union and City were notified that the JLMC was invoking the procedures and mechanism for the resolution of the collective bargaining negotiations under the Act. On February 28, 2014, the JLMC appointed a tripartite arbitration panel in the matter.

On October 21, 2014, the arbitration panel issued an Interest Arbitration Award that included both retroactive and prospective wage increases. Specifically, the Award provides for an increase in wages of 2% on July 1, 2012, 1.5% on January 1, 2014, 1% on July 1, 2014, 1.5% on January 1, 2015, and 1.5% on June 28, 2015. The panel further ordered that members of the Fire Union be given a lump sum payment of \$2,500.00 not to be included in the base wage, increased the clothing allowance from \$675.00 to \$1,000.00 per year retroactive to July 1, 2012, and increased educational benefits from \$.02 per credit to \$.05 per credit effective June 28, 2015 for all firefighters, including new hires.

#### 1. The Panel Included a 2% Retroactive Raise under the Mistaken Belief That It Would Establish Wage Parity

The Award is not supported by material and substantive evidence on the whole record in that it fails to support the central premise of the panel's Award, namely, "wage parity" between New Bedford's firefighters and police officers. Although the Award purports to establish parity between police officers and firefighters, the evidence in the record unequivocally demonstrates that it creates substantial disparity between the two bargaining units. The panel included a 2% retroactive wage increase that pushed the firefighters' wages well above those of police officers under their most recent contract. The panel's decision to increase educational incentives to firefighters further exacerbated this disparity.

#### Disparity in Base Wages

The panel made unambiguously clear that its decision rested heavily on its intent to maintain "base wage parity" between police officers and firefighters. For example, the panel stated on page 7 of the Award:

The Panel placed significant weight on the recent settlement of the City's Police Bargaining Unit because the parties have a history of negotiating base wage parity between firefighters and police.

In an effort to strike what it believed to be wage parity, the panel sought to mirror the pay increases in the recently negotiated contract with the Police Union. In that contract, which was executed in February 2014, police officers received base wage increases that totaled 5.5% over the term of the contract (i.e., 1.5% as of January 1, 2014, 1% as of July 1, 2014, 1.5% as of January 1, 2015, and 1.5% as of June 28, 2015), plus a one-time lump sum payment of \$2,500. In an effort to mirror the police settlement, the panel likewise gave firefighters incremental raises totaling 5.5%, as well as a \$2,500 stipend, but it also went a step further. The panel included in its Award an additional 2% pay increase effective July 1, 2012, bringing the firefighters' total base wage increases to 7.5% over the term of the contract. The panel justified this additional 2% increase on the grounds that:

... the Panel finds that the City has the ability to pay "reasonable" wage increases which are similar to the wage increases recently received by the City's Police Officers, with one exception that the Firefighters shall receive a two percent (2%) increase in FY13 on July 1, 2012.

History shows that the parties' [sic] have maintained "base wage parity" between Police and Fire, since 2000, with one exception occurring in January 2006 when Police Officers received an additional 2%, and the Panel concludes that this fact alone justifies that base wage parity should continue (emphasis added).

Award, p. 22.

The panel's decision to grant the firefighters an additional 2% raise as of July 1, 2012 appears to have been based on a false premise that the additional 2% wage increase was necessary to make the firefighters' wages achieve parity with those of the police officers. This was not the case, and nothing in the record suggests otherwise. In fact, the 2% wage increase that the Police Union received in 2006 placed the Police and Fire Unions at exact base wage parity. See Attachment A-1 and A-2.

Following the police officers' 2% raise in 2006, the bargaining units remained in base wage parity, as demonstrated by exhibits entered into evidence by the Union. For example, the Fire Union contract in effect from July 1, 2007 to June 30, 2010 (included at tab 2 in Union Exhibit 1) shows that the base wage for a step 5 firefighter was \$49,434.73 (or \$950.67 per week) as of July 1, 2007 and \$51,164.95 (or \$983.94 per week) as of July 1, 2008. The Police Union contract in effect from July 1, 2006 to June 30, 2009, included at tab 6 in Union Exhibit 1, shows that the weekly wage for a Step 5 police officer was exactly the same for the relevant time periods (i.e., \$950.67 as of July 1, 2007 and \$983.94 as of July 1, 2008). The base wages for police officers and firefighters continued to increase in lockstep, and as of June 30, 2012, the base wage salary for both police officers and firefighters at Step 5 was \$1,003.62. See Attachment B and Union Exhibit 1, Tab 5 and Tab 4.

Notwithstanding the panel's stated intent to maintain base wage parity between police officers and firefighters, the panel issued an Award that resulted in a substantial disparity between the two bargaining units. The additional 2% raise awarded to firefighters creates a wide gap in the base wages of police officers and firefighters. Under the Award, the weekly base pay

for a firefighter at step 5 with no educational incentive will exceed that of a step 5 police officer with no educational incentive by \$41.20 per week, which amounts to an annual base wage disparity of \$2,142.40 by the end of the contract. The City estimates that the 2% raise will cost the City an additional \$1,198,846 over the life of the contract. See page 2 of Attachment C to this letter. Because the record demonstrates that the panel's central premise for its Award is erroneous, the Award is not "supported by material and substantive evidence on the whole record."

#### Disparity in Educational Incentives

The panel further diverted from the goal of "parity" when it awarded all firefighters \$.05 per credit for the educational incentive. In the police settlement (Union Exhibit 1, Tab 3), the parties agreed to increase incrementally the educational benefits of existing police officers to make up for the actual loss in benefits that police officers have suffered as a result of the Commonwealth's decision not to fund the Quinn bill. As of June 28, 2015, existing police officers will receive 100% of the benefits they were entitled to receive under the Quinn bill. However, police officers hired after February 2014, who have never been entitled to receive Quinn benefits, will receive a far less generous fixed amount. See Union Exhibit 1, Tab 3.

Unlike the police settlement, the panel's Award increases the education benefit for all firefighters, not just the existing members of the department. Furthermore, the awarded benefits of \$.05 per credit will exceed those of an existing police officer, further increasing the disparity between firefighters and police officers. A step 5 police officer with a bachelor's degree will receive an educational incentive of \$11,354 per year, while a step 5 firefighter with a bachelor's degree will receive \$13,104 per year, a difference of \$1,750 per year.<sup>1</sup>

#### 2. Failure to Consider Mandatory Factors Regarding City's Ability to Pay

A second and independent reason why the Award is not "supported by material and substantive evidence on the whole record" is that the arbitration panel failed to consider certain material factors that were reflective of the City's (and its residents') ability to pay increased wages to New Bedford firefighters. As you are aware, Chapter 589 of the Acts of 1987 mandates that the arbitration panel consider specific factors in evaluating a municipality's ability to meet costs. The Act provides in relevant part:

##### (2) The financial ability of the municipality to meet costs.

The commissioner of revenue shall assist the committee in determining such financial ability. Such factors which shall be taken into consideration shall include but not be limited to: (i) the city, town, or district's state reimbursements and assessments; (ii) the

<sup>1</sup> A bachelor's degree is based on 120 credits and the calculation is 120 credits x \$.05 x 42 hours x 52 weeks = \$13,104.00 for a firefighter. A police officer under the Quinn educational program provides for payment of 20% of an officer's base pay for a bachelor's degree. A police officer's annual salary at step 5 is \$56,771.52 and 20% is \$11,354.72. A newly hired police officer with a bachelor's degree will earn \$2,850.00 per year, significantly less than a firefighter under the Award. See Union exhibit 1, Tab 3.



city, town or district's long and short term bonded indebtedness; (iii) the city, town or district's estimated share in the metropolitan district commission's deficit; (iv) the city, town or district's estimated share in the Massachusetts Bay Transportation Authority's deficit; and (v) consideration of the average per capita property tax burden, average annual income of members of the community, the effect any accord might have on the respective property tax rates on the city or town. (Emphasis added).

The City submitted into the record a Department of Revenue (DOR) report requested by the JLMC (City Exhibit 7) that included evidence of all of the requisite factors. In its post-hearing brief, the City cited at length the DOR report, which compared New Bedford to cities of similar size and demographics, namely Brockton, Fall River, Lowell and Lynn. Compared to those cities, New Bedford had: the lowest per capita income in 2010 and received the second to lowest amount of state aid that year; the second lowest single family home values in 2013; and the highest amount in tax liens, tax foreclosures/possessions and utility liens as of June 30, 2012.

In its discussion of the City's ability to pay (Award, p. 23-25), the panel completely disregarded the statutory factors it is required by the Act to consider. Rather than citing each of the factors and the evidence – or lack thereof – relating to them, the panel broadly asserted that because the City has untapped levy capacity and has managed its finances effectively, it could raise taxes to fund the Award. The panel also reasoned that because City CFO Ari Sky purportedly presented the same financial evidence at a police interest arbitration hearing in January 2014, but then supported the subsequent police settlement, the City has the financial ability to pay for the Award.<sup>2</sup>

The panel further assigned “little weight” to the anticipated loss of \$6.2 million dollars in SAFER grant funds in FY 2016 and its impact upon the operation of the fire department. See Award p. 23. In fact, the panel, without any supporting documentation, asserted the department hired additional firefighters under the grant for fire suppression and prevention. Award, p. 23. The panel failed to consider the supporting elements described in the grant that its purpose was to retain 63 firefighters. See Union exhibit 5, p. 23-27. The panel also made an undocumented assertion the City “has a plan to fund the Grant after it expires with monies from the nationally renowned Marine Commerce Terminal and other new revenue sources.”<sup>3</sup>

The panel's conclusion that the City has the ability to pay the Award is unsupported by “material and substantive evidence on the record as a whole.” The panel had a statutory obligation to consider with specificity the factors listed in the Act and the evidence on the record, including the DOR report and the SAFER application, relating to those factors in the context of this specific Award. The panel completely ignored the statutory factors, opting instead to discuss

<sup>2</sup> However, in making this statement the panel neglected to consider the Award issued by the panel provided for a retroactive pay increase of 2% to July 1, 2012 at an additional cost of \$1.99 million and erroneously alleged the police settlement resulted in an increase of police “base salaries” of 11.3% when base salaries only increased by 5.5%. Award, p. 23.

<sup>3</sup> The actual statement in the SAFER grant application is the “economic activity operated by these wind energy projects is expected to create additional revenue streams and significantly augment City finances in years to come...as part of a strategic review of all municipal public safety operations...a number of organizational configurations and efficiency measures will be considered as part of the public safety strategic review.” Union exhibit 5, p. 26. (Emphasis supplied).

the City's ability to pay for the Award in the most general of terms. Because the panel failed to consider the statutory factors and related evidence, the Award does not pass muster under the Act. Cf., Massachusetts Bay Transportation Authority v. Local 589, Amalgamated Transit Union, AFL-CIO, CLC, Civil Action No. 2013-02409, 2014 WL 7863572, at \*6 (Mass. Super. Dec. 19, 2013)(decision supported by "material and substantial evidence" where, inter alia, MBTA did not argue that arbitrator totally ignored certain data).

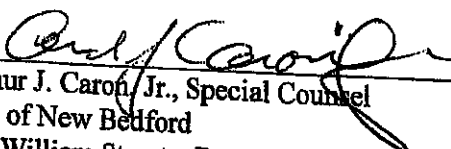
3. Miscalculation of Cost of Award

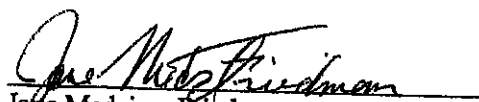
The Award also is suspect because of an arithmetic mistake; namely that the panel miscalculated the total cost of the Award to the City. The panel calculated the cost of the entire award to be an approximate cumulative cost of \$3.1 million over the three-year agreement, at an estimated average annual cost of \$1.0 million. Award, p. 24. As demonstrated in Attachment C to this letter, which lists the costs of each component of the Award by fiscal year, the actual cost of the Award is more than \$4.1 million. The cost of the Award therefore exceeds the panel's estimate by 32%. Thus, even if the panel had properly considered the relevant statutory factors in evaluating the City's ability to pay, its analysis would be based on a flawed calculation. The panel's analysis of the City's ability to pay is dubious at best in light of this mistake. For this reason alone, the Award should be revisited.

Conclusion

Since the panel stated in its Award that its intent was to maintain parity between the Fire and Police unions, the portions of the Award dealing with base wages and educational incentives are clearly not supported in the evidence contained in the record. Further, the panel failed to consider relevant factors in considering the City's ability to pay and miscalculated the cost of the award. For the reasons stated herein, the City respectfully requests that the Committee review this matter.

CITY OF NEW BEDFORD  
by its attorneys,

  
Arthur J. Caron, Jr., Special Counsel  
City of New Bedford  
133 William Street - Room 203  
New Bedford, MA 02740-6163  
Tel. (508) 979-1460



Jette Medeiros Friedman  
First Assistant City Solicitor  
City of New Bedford  
133 William Street – Room 203  
New Bedford, MA 02740-6163  
Tel. (508) 979-1460



John A. Markey, Jr.  
Assistant City Solicitor  
133 William Street  
New Bedford, MA 02740  
Tel. (508) 979-1460  
B.B.O. No. 633540

cc: Bonnie McSpiritt  
Judith Robbins  
Erica Feldman-Boshes, Esq.  
William Straus, Esq.

FIRE

RECEIVED  
MAY 23 1996

MEMORANDUM

| SALARIES & WAGES 2% effective 1/1/96 |            |                            |               |                   |           |           |           |            |              |
|--------------------------------------|------------|----------------------------|---------------|-------------------|-----------|-----------|-----------|------------|--------------|
| RANK                                 | eff 1/1/06 | Night Dif.<br>eff. 5/14/06 | WEEKLY        | DAILY             | HOLIDAY   | 1/2 HOL   | 1 1/2 HOL | HOURLY     | YEARLY       |
| CHIEF                                | \$ 44.62   | \$ 59.50                   | \$ 1,791.84   | \$ 255.98         | \$ 447.96 | \$ 223.98 | \$ 671.94 | \$ 42.6629 | \$ 93,175.68 |
| DEPUTY                               | \$ 39.28   | \$ 52.37                   | \$ 1,577.27   | \$ 225.32         | \$ 394.32 | \$ 197.16 | \$ 591.48 | \$ 37.5540 | \$ 82,018.04 |
| DISTRICT CHIEFS                      | \$ 33.92   | \$ 45.24                   | \$ 1,084.87   | \$ 194.65         | \$ 340.65 | \$ 170.32 | \$ 510.97 | \$ 32.4426 | \$ 70,854.68 |
| CAPTAINS                             | \$ 33.92   | \$ 39.33                   | \$ 1,084.87   | \$ 169.27         | \$ 296.22 | \$ 148.11 | \$ 444.33 | \$ 28.2112 | \$ 61,613.24 |
| LIEUTENANTS                          | \$ 33.92   | \$ 34.20                   | \$ 1,084.87   | \$ 147.19         | \$ 257.58 | \$ 128.79 | \$ 386.37 | \$ 24.5314 | \$ 53,576.64 |
| FIREFIGHTER 5TH                      | \$ 22.31   | \$ 29.75                   | \$ 895.92     | \$ 127.99         | \$ 223.98 | \$ 111.99 | \$ 335.97 | \$ 21.3314 | \$ 46,587.84 |
| FIREFIGHTER 4TH                      | \$ 22.31   | \$ 27.38                   | \$ 824.85     | \$ 117.84         | \$ 206.21 | \$ 103.11 | \$ 309.32 | \$ 19.6393 | \$ 42,892.20 |
| FIREFIGHTER 3RD                      | \$ 22.31   | \$ 25.61                   | \$ 743.59     | \$ 110.21         | \$ 192.88 | \$ 96.44  | \$ 289.31 | \$ 18.3690 | \$ 40,118.00 |
| FIREFIGHTER 2ND                      | \$ 22.31   | \$ 23.93                   | \$ 720.71     | \$ 102.96         | \$ 180.18 | \$ 90.09  | \$ 270.27 | \$ 17.1598 | \$ 37,476.92 |
| FIREFIGHTER 1ST                      | \$ 22.31   | \$ 22.31                   | \$ 660.23     | \$ 94.39          | \$ 165.19 | \$ 82.59  | \$ 247.78 | \$ 15.7321 | \$ 34,359.00 |
| HAZ MAT DUTY                         |            |                            | 048 = \$26.88 | 095 = \$6.72      |           |           |           |            |              |
|                                      |            |                            | 049 = \$6.64  | 1/2 Hol = \$3.36  |           |           |           |            |              |
|                                      |            |                            |               | Hol 1/2 = \$10.08 |           |           |           |            |              |

ONE

preference shall be given in accordance with rank and then seniority within the rank. The Chief may, in his/her discretion, permit more than one (1) ranking or superior officer to take vacation, if, in his/her opinion, the Department will be adequately staffed and maintained and he/she will make every effort to comply with the individual preferences for vacation of the ranking and superior officers. The Chief may make temporary or other transfers of police officers to insure that the Department is adequately staffed and maintained. Ranking and superior officers on the night relief's shall bid for summer vacation schedule no later than March 15 and said vacation schedule within the station will be established on alternative weeks so that no two vacation periods will commence on the same date.

**ARTICLE XXIII****WAGES****Police salary schedule**

| Days        | 1%<br>July 1, 2003 | 1%<br>July 1, 2004 | 2%<br>July 1, 2005 | 2%<br>July 2, 2006 |
|-------------|--------------------|--------------------|--------------------|--------------------|
| Step 1      | 628.80             | 635.09             | 647.79             | 660.75             |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 654.37             | 660.92             | 674.14             | 687.63             |
| Step 2      | 685.87             | 692.73             | 706.58             | 720.71             |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 711.44             | 718.56             | 732.93             | 747.59             |
| Step 3      | 734.21             | 741.55             | 756.38             | 771.50             |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 759.78             | 767.38             | 782.73             | 798.38             |
| Step 4      | 784.97             | 792.82             | 808.68             | 824.85             |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 810.54             | 818.65             | 835.03             | 851.73             |
| Step 5      | 852.60             | 861.13             | 878.35             | 895.92             |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 878.17             | 886.96             | 904.70             | 922.80             |
| Sergeant    | 980.49             | 990.29             | 1,010.10           | 1,030.80           |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 1,006.06           | 1,016.12           | 1,036.45           | 1,057.18           |
| Lieutenant  | 1,127.56           | 1,138.84           | 1,161.62           | 1,184.85           |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 1,153.13           | 1,164.67           | 1,187.97           | 1,211.73           |
| Captain     | 1,296.70           | 1,309.67           | 1,335.86           | 1,362.58           |
| firearm pay | 25.57              | 25.83              | 26.35              | 26.88              |
|             | 1,322.27           | 1,335.50           | 1,362.21           | 1,389.46           |
|             |                    |                    |                    | 1,417.25           |

## ATTACHMENT B

### Wage Comparison – Police/Fire Step 5 with no education payments

#### Firefighter

June 30, 2012

Base Wage:  
 $52,188.25 \div 52 =$  \$1003.62  
HazMat: 30.12  
Night Differential: 41.66 \*  
\$1075.40

#### Police

June 30, 2012

Base Wage:  
 $52,188.25 \div 52 =$  \$1003.62  
Fire arms: 30.12  
Night Differential: 50.18  
\$1083.92

\* By agreement with the Fire Union, pursuant to Article 39 of the collective bargaining agreement, firefighters receive 83% of the police night differential.

#### October 21, 2014 Award

2%

July 1, 2012

Base Wage:  
 $53,232.02 \div 52 =$  \$1023.69  
HazMat: 30.71  
Night Differential: 41.65  
\$1096.05

0%

July 1, 2012

Base Wage:  
 $52,188.25 \div 52 =$  \$1003.62  
Fire arms: 30.12  
Night Differential: 50.18  
\$1083.92

1.5%

January 1, 2014

Base Wage:

$54,030.50 \div 52 =$  \$1039.05  
HazMat: 31.17  
Night Differential: 42.27  
\$1112.49

1.5%

January 1, 2014

Base Wage:

$52,970.84 \div 52 =$  \$1018.67  
Fire arms: 30.56  
Night Differential: 50.93  
\$1100.16

1%

July 1, 2014

Base Wage:

$55,580.81 \div 52 =$  \$1068.86

1%

July 1, 2014

Base Wage:

$53,500.72 \div 52 =$  \$1028.86

|                     |              |
|---------------------|--------------|
| HazMat:             | 32.07        |
| Night Differential: | <u>42.70</u> |
|                     | \$1143.63    |

1.5%  
January 1, 2015

|                     |              |
|---------------------|--------------|
| Base Wage:          |              |
| 56,414.52 ÷ 52 =    | \$1084.90    |
| HazMat:             | 32.55        |
| Night Differential: | <u>43.34</u> |
|                     | \$1160.79    |

1.5%  
June 28, 2015

|                     |              |
|---------------------|--------------|
| Base Wage:          |              |
| 57,260.74 ÷ 52 =    | \$1101.17    |
| HazMat:             | 33.04        |
| Night Differential: | <u>43.99</u> |
|                     | \$1178.20    |

|                     |              |
|---------------------|--------------|
| Fire arms:          | 30.87        |
| Night Differential: | <u>51.44</u> |
|                     | \$1111.17    |

1.5%  
January 1, 2015

|                     |              |
|---------------------|--------------|
| Base Wage:          |              |
| 54,303.60 ÷ 52 =    | \$1044.30    |
| Fire arms:          | 31.33        |
| Night Differential: | <u>52.22</u> |
|                     | \$1127.85    |

1.5%  
June 28, 2015

|                     |              |
|---------------------|--------------|
| Base Wage:          |              |
| 55,118.44 ÷ 52 =    | \$1059.97    |
| Fire arms:          | 31.80        |
| Night Differential: | <u>53.00</u> |
|                     | \$1144.77    |

Base Wage difference (Fire) 1101.17 - (Police) 1059.97 = \$41.20 per week

Annual = \$2,142.40

## **ATTACHMENT C-1**

### **Financial Impact of the Award**

#### **Retroactive Provisions**

|                                |                |
|--------------------------------|----------------|
| Clothing Allowance (FY 13-14): | \$109,566      |
| <u>Wage Increases:</u>         | <u>655,595</u> |
| Subtotal:                      | \$765,161      |

#### **FY 2015 Increases**

|                               |                |
|-------------------------------|----------------|
| Clothing Allowance (FY 15):   | \$54,783       |
| Wage Increases:               | 736,019        |
| <u>\$2,500 Signing Bonus:</u> | <u>570,656</u> |
| Subtotal:                     | \$1,361,458    |

|                           |                    |
|---------------------------|--------------------|
| <b>FY 2015 Total Due:</b> | <b>\$2,126,619</b> |
|---------------------------|--------------------|

#### **FY 2016 Increases**

|                                  |                  |
|----------------------------------|------------------|
| Education Credit (eff. 6/28/15): | \$608,700        |
| Clothing Allowance (FY 16):      | 54,783           |
| <u>Wage Increases:</u>           | <u>1,324,897</u> |

|                       |                    |
|-----------------------|--------------------|
| <b>FY 2016 Total:</b> | <b>\$1,988,380</b> |
|-----------------------|--------------------|

|  |                    |
|--|--------------------|
| <b>Total Cost of Award (FY 13-16):</b> | <b>\$4,114,998</b> |
|--|--------------------|

This breakout includes FICA costs for all years and the pension impact. The Award raises the City's net pension obligation by an estimated \$262,000 beginning in FY 16. That number is incorporated into the wage increase estimate for that year.



## **ATTACHMENT C-2**

### **Financial Impact of the Award without the July 1, 2012 2% Increase in Base Wages**

#### **Retroactive Provisions**

|                                |                |
|--------------------------------|----------------|
| Clothing Allowance (FY 13-14): | \$109,566      |
| <u>Wage Increases:</u>         | <u>103,189</u> |
| Subtotal:                      | \$212,755      |

#### **FY 2015 Increases**

|                               |                |
|-------------------------------|----------------|
| Clothing Allowance (FY 15):   | \$54,783       |
| Wage Increases:               | 451,812        |
| <u>\$2,500 Signing Bonus:</u> | <u>570,656</u> |
| Subtotal:                     | \$1,077,251    |

|                           |                    |
|---------------------------|--------------------|
| <b>FY 2015 Total Due:</b> | <b>\$1,290,006</b> |
|---------------------------|--------------------|

#### **FY 2016 Increases**

|                                  |                |
|----------------------------------|----------------|
| Education Credit (eff. 6/28/15): | \$608,700      |
| Clothing Allowance (FY 16):      | 54,783         |
| <u>Wage Increases:</u>           | <u>962,663</u> |

|                       |                    |
|-----------------------|--------------------|
| <b>FY 2016 Total:</b> | <b>\$1,626,146</b> |
|-----------------------|--------------------|

|  |                    |
|--|--------------------|
| <b>Total Cost of Award (FY 13-16):</b> | <b>\$2,916,152</b> |
|--|--------------------|

**SETTLEMENT SUMMARY AGREEMENT**

**CITY OF NEW BEDFORD  
AND THE  
NEW BEDFORD POLICE UNION**

**EFFECTIVE**

**7/1/15 – 6/30/16**

This Settlement Summary Agreement between City of New Bedford, hereinafter referred to as the "City" and the New Bedford Police Union, hereinafter referred to as the "Union" is a product of the collective bargaining between the parties and is executed by their authorized representatives as a supplement to and as an amendment in part to the prior collective bargaining agreement between the parties.

Unless otherwise specified herein, the terms of this agreement are effective on July 1, 2015.

It is agreed by the City and the Union that all provisions of their prior contract neither expressly amended nor expressly deleted by this Agreement are renewed, incorporated into, and made part of this Agreement for all purposes.

"Article" identification and reference in this Agreement reflect the subject matter of the parties' prior contract except to the extent new articles and subject matter are included in this Agreement.

**I. Article 8 – Extra Paid Details**

Mutual Aid – The City will agree to execute a Memorandum of Understanding regarding the implementation of paid details.

Section 3. Add after the first sentence as follows:

Effective January 1, 2017, the Union shall hold a biannual election to fill the position of full time extra paid detail officer.

Section 6. Those police officers who are found to be in violation of the following provisions of this Article:

Delete current language and add:

Violation: for the first time a thirty (30)  
hour removal from the active file.  
Further violations within twelve (12)  
months of offense will result in  
progressively longer periods of removal.

Add to examples of working that qualify as acceptable excuses for refusing a paid detail assignment:

G. Scheduled as the on-call Detective  
between 4:00PM and 8:00AM.

Section 9. A Add to the end of the paragraph:

Effective September 1, 2015, the paid detail rate for police officers performing details in New Bedford, except for details on jobs being performed by City forces, shall be \$43.00 per hour; ranking officers, who are supervising officers on a detail, shall receive their standard 16% differential. Effective June 26, 2016, the paid detail rate for police officers performing details in New Bedford, except for details on jobs being performed by City forces, shall be \$44.00 per hour; ranking officers, who are supervising officers on a detail, shall receive their standard 16% differential in accordance with the staffing requirements set forth in Section 1 of this Article.

**II. Article 23 – Wages**

The Article shall be amended as follows:

July 1, 2015 – See Attachment A.

January 3, 2016 – See Attachment B.

**III. Article 27 – Sick Leave**

Insert following the fourth paragraph:

Five (5) days may be designated by police officers as family sick leave days to care for immediate family members (defined as the employee's child, spouse, parent, or parent of a spouse). The use of such days shall be subject to the same conditions as are in use for sick leave; provided that the use of family leave days cannot be used against police officers as part of any discipline regarding sick leave abuse. Notwithstanding the previous sentence the Chief or his designee reserves the right to require an officer to substantiate the use of a family sick day to ensure the use is in compliance with

the conditions set forth above. Failure to substantiate the use satisfactorily to the Chief will be considered use of sick leave and subject to the sick leave abuse procedures.


**IV. Article 44 - Duration**

This Agreement shall become effective July 1, 2015 and shall continue in effect to and including June 30, 2016 and from year to year thereafter unless on February 1, 2016, or within 30 days after the execution of this Agreement, either party serves notice to modify this Agreement on the expiration of this Agreement.

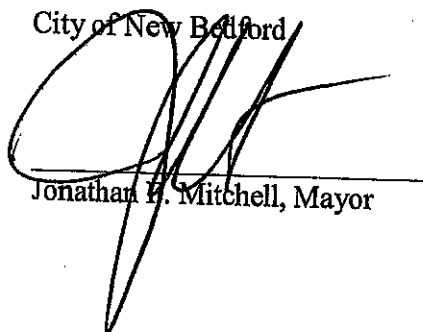
In the event such notice is given, negotiations shall begin within fifteen (15) days of said notice. This Agreement shall remain in full force and be effective during the period of negotiations until signing of a new Agreement.

In witness whereof the Union and the City have caused this Agreement to be signed by their duly authorized representatives on this 14<sup>th</sup> day of ~~July~~ September 2015.

New Bedford Police Union

  
Henry Turgeon, President

City of New Bedford

  
Jonathan R. Mitchell, Mayor

# Police Pay Rates

## Effective 7/1/15 - Attachment A

| Day            | Weekly Pay  | Hourly Rate | Overtime Rate | Holiday Rate | Annual Holiday Pay | Annual Pay   |
|----------------|-------------|-------------|---------------|--------------|--------------------|--------------|
| Step 1         | \$ 829.78   | \$ 20.74    | \$ 31.12      | \$ 207.45    | \$ 2,696.79        | \$ 45,845.35 |
| Det 1yr - 1%   | \$ 837.75   | \$ 20.94    | \$ 31.42      | \$ 209.44    | \$ 2,722.69        | \$ 46,285.69 |
| Det 3yr - 2%   | \$ 845.73   | \$ 21.14    | \$ 31.71      | \$ 211.43    | \$ 2,748.62        | \$ 46,726.58 |
| Det 5yr - 3%   | \$ 853.70   | \$ 21.34    | \$ 32.01      | \$ 213.43    | \$ 2,774.53        | \$ 47,166.93 |
| Step 2         | \$ 902.14   | \$ 22.55    | \$ 33.83      | \$ 225.54    | \$ 2,931.96        | \$ 49,843.24 |
| Det 1yr - 1%   | \$ 910.84   | \$ 22.77    | \$ 34.16      | \$ 227.71    | \$ 2,960.23        | \$ 50,323.91 |
| Det 3yr - 2%   | \$ 919.53   | \$ 22.99    | \$ 34.48      | \$ 229.88    | \$ 2,988.47        | \$ 50,804.03 |
| Det 5yr - 3%   | \$ 928.23   | \$ 23.21    | \$ 34.81      | \$ 232.06    | \$ 3,016.75        | \$ 51,284.71 |
| Step 3         | \$ 963.44   | \$ 24.09    | \$ 36.13      | \$ 240.86    | \$ 3,131.18        | \$ 53,230.06 |
| Det 1yr - 1%   | \$ 972.75   | \$ 24.32    | \$ 36.48      | \$ 243.19    | \$ 3,161.44        | \$ 53,744.44 |
| Det 3yr - 2%   | \$ 982.06   | \$ 24.55    | \$ 36.83      | \$ 245.52    | \$ 3,191.70        | \$ 54,258.82 |
| Det 5yr - 3%   | \$ 991.37   | \$ 24.78    | \$ 37.18      | \$ 247.84    | \$ 3,221.95        | \$ 54,773.19 |
| Step 4         | \$ 1,027.83 | \$ 25.70    | \$ 38.54      | \$ 256.96    | \$ 3,340.45        | \$ 56,787.61 |
| Det 1yr - 1%   | \$ 1,037.78 | \$ 25.94    | \$ 38.92      | \$ 259.45    | \$ 3,372.79        | \$ 57,337.35 |
| Det 3yr - 2%   | \$ 1,047.74 | \$ 26.19    | \$ 39.29      | \$ 261.94    | \$ 3,405.16        | \$ 57,887.64 |
| Det 5yr - 3%   | \$ 1,057.69 | \$ 26.44    | \$ 39.66      | \$ 264.42    | \$ 3,437.49        | \$ 58,437.37 |
| Step 5         | \$ 1,113.59 | \$ 27.84    | \$ 41.76      | \$ 278.40    | \$ 3,619.17        | \$ 61,525.85 |
| Det 1yr - 1%   | \$ 1,124.40 | \$ 28.11    | \$ 42.17      | \$ 281.10    | \$ 3,654.30        | \$ 62,123.10 |
| Det 3yr - 2%   | \$ 1,135.21 | \$ 28.38    | \$ 42.57      | \$ 283.80    | \$ 3,689.43        | \$ 62,720.35 |
| Det 5yr - 3%   | \$ 1,146.02 | \$ 28.65    | \$ 42.98      | \$ 286.51    | \$ 3,724.57        | \$ 63,317.61 |
| Sergeant       | \$ 1,286.56 | \$ 32.16    | \$ 48.25      | \$ 321.64    | \$ 4,181.32        | \$ 71,082.44 |
| Det 1yr - 1%   | \$ 1,299.10 | \$ 32.48    | \$ 48.72      | \$ 324.78    | \$ 4,222.08        | \$ 71,775.28 |
| Det 3yr - 2%   | \$ 1,311.64 | \$ 32.79    | \$ 49.19      | \$ 327.91    | \$ 4,262.83        | \$ 72,468.11 |
| Det 5yr - 3%   | \$ 1,324.18 | \$ 33.10    | \$ 49.66      | \$ 331.05    | \$ 4,303.59        | \$ 73,160.95 |
| Sergeant 5yr   | \$ 1,297.38 | \$ 32.43    | \$ 48.65      | \$ 324.35    | \$ 4,216.49        | \$ 71,680.25 |
| Det 1yr - 1%   | \$ 1,310.03 | \$ 32.75    | \$ 49.13      | \$ 327.51    | \$ 4,257.60        | \$ 72,379.16 |
| Det 3yr - 2%   | \$ 1,322.68 | \$ 33.07    | \$ 49.60      | \$ 330.67    | \$ 4,298.71        | \$ 73,078.07 |
| Det 5yr - 3%   | \$ 1,335.33 | \$ 33.38    | \$ 50.07      | \$ 333.83    | \$ 4,339.82        | \$ 73,776.98 |
| Lieutenant     | \$ 1,487.23 | \$ 37.18    | \$ 55.77      | \$ 371.81    | \$ 4,833.50        | \$ 82,169.46 |
| Det 1yr - 1%   | \$ 1,501.78 | \$ 37.54    | \$ 56.32      | \$ 375.45    | \$ 4,880.79        | \$ 82,973.35 |
| Det 3yr - 2%   | \$ 1,516.33 | \$ 37.91    | \$ 56.86      | \$ 379.08    | \$ 4,928.07        | \$ 83,777.23 |
| Det 5yr - 3%   | \$ 1,530.87 | \$ 38.27    | \$ 57.41      | \$ 382.72    | \$ 4,975.33        | \$ 84,580.57 |
| Lieutenant 5yr | \$ 1,499.76 | \$ 37.49    | \$ 56.24      | \$ 374.94    | \$ 4,874.22        | \$ 82,861.74 |
| Det 1yr - 1%   | \$ 1,514.43 | \$ 37.86    | \$ 56.79      | \$ 378.61    | \$ 4,921.90        | \$ 83,672.26 |
| Det 3yr - 2%   | \$ 1,529.11 | \$ 38.23    | \$ 57.34      | \$ 382.28    | \$ 4,969.61        | \$ 84,483.33 |
| Det 5yr - 3%   | \$ 1,543.78 | \$ 38.59    | \$ 57.89      | \$ 385.95    | \$ 5,017.29        | \$ 85,293.85 |
| Captain        | \$ 1,720.00 | \$ 43.00    | \$ 64.50      | \$ 430.00    | \$ 5,590.00        | \$ 95,030.00 |
| Det 1yr - 1%   | \$ 1,736.88 | \$ 43.42    | \$ 65.13      | \$ 434.22    | \$ 5,644.86        | \$ 95,962.62 |
| Det 3yr - 2%   | \$ 1,753.75 | \$ 43.84    | \$ 65.77      | \$ 438.44    | \$ 5,699.69        | \$ 96,894.69 |
| Det 5yr - 3%   | \$ 1,770.63 | \$ 44.27    | \$ 66.40      | \$ 442.66    | \$ 5,754.55        | \$ 97,827.31 |
| Captain 5yr    | \$ 1,734.53 | \$ 43.36    | \$ 65.04      | \$ 433.63    | \$ 5,637.22        | \$ 95,832.78 |
| Det 1yr - 1%   | \$ 1,751.55 | \$ 43.79    | \$ 65.68      | \$ 437.89    | \$ 5,692.54        | \$ 96,773.14 |
| Det 3yr - 2%   | \$ 1,768.57 | \$ 44.21    | \$ 66.32      | \$ 442.14    | \$ 5,747.85        | \$ 97,713.49 |
| Det 5yr - 3%   | \$ 1,785.59 | \$ 44.64    | \$ 66.96      | \$ 446.40    | \$ 5,803.17        | \$ 98,653.85 |

| Day              | Weekly Pay  | Hourly Rate | Overtime Rate | Holiday Rate | Annual Holiday Pay | Annual Pay    |
|------------------|-------------|-------------|---------------|--------------|--------------------|---------------|
| Associate's +10% | \$ 912.76   | \$ 22.82    | \$ 34.23      | \$ 228.19    | \$ 2,966.46        | \$ 50,429.88  |
| Det 1yr - 1%     | \$ 921.53   | \$ 23.04    | \$ 34.56      | \$ 230.38    | \$ 2,994.96        | \$ 50,914.26  |
| Det 3yr - 2%     | \$ 930.30   | \$ 23.26    | \$ 34.89      | \$ 232.58    | \$ 3,023.48        | \$ 51,399.24  |
| Det 5yr - 3%     | \$ 939.07   | \$ 23.48    | \$ 35.22      | \$ 234.77    | \$ 3,051.98        | \$ 51,883.62  |
| Step 2           | \$ 992.35   | \$ 24.81    | \$ 37.21      | \$ 248.09    | \$ 3,225.15        | \$ 54,827.56  |
| Det 1yr - 1%     | \$ 1,001.92 | \$ 25.05    | \$ 37.57      | \$ 250.48    | \$ 3,256.25        | \$ 55,356.30  |
| Det 3yr - 2%     | \$ 1,011.48 | \$ 25.29    | \$ 37.93      | \$ 252.87    | \$ 3,287.32        | \$ 55,884.44  |
| Det 5yr - 3%     | \$ 1,021.05 | \$ 25.53    | \$ 38.29      | \$ 255.26    | \$ 3,318.42        | \$ 56,413.18  |
| Step 3           | \$ 1,059.78 | \$ 26.49    | \$ 39.74      | \$ 264.95    | \$ 3,444.30        | \$ 58,553.07  |
| Det 1yr - 1%     | \$ 1,070.03 | \$ 26.75    | \$ 40.13      | \$ 267.51    | \$ 3,477.58        | \$ 59,118.88  |
| Det 3yr - 2%     | \$ 1,080.27 | \$ 27.01    | \$ 40.51      | \$ 270.07    | \$ 3,510.86        | \$ 59,684.70  |
| Det 5yr - 3%     | \$ 1,090.51 | \$ 27.26    | \$ 40.89      | \$ 272.63    | \$ 3,544.15        | \$ 60,250.51  |
| Step 4           | \$ 1,130.61 | \$ 28.27    | \$ 42.40      | \$ 282.65    | \$ 3,674.49        | \$ 62,466.37  |
| Det 1yr - 1%     | \$ 1,141.56 | \$ 28.54    | \$ 42.81      | \$ 285.39    | \$ 3,710.06        | \$ 63,071.08  |
| Det 3yr - 2%     | \$ 1,152.51 | \$ 28.81    | \$ 43.22      | \$ 288.13    | \$ 3,745.67        | \$ 63,676.40  |
| Det 5yr - 3%     | \$ 1,163.46 | \$ 29.09    | \$ 43.63      | \$ 290.86    | \$ 3,781.24        | \$ 64,281.11  |
| Step 5           | \$ 1,224.95 | \$ 30.62    | \$ 45.94      | \$ 306.24    | \$ 3,981.08        | \$ 67,678.43  |
| Det 1yr - 1%     | \$ 1,236.84 | \$ 30.92    | \$ 46.38      | \$ 309.21    | \$ 4,019.73        | \$ 68,335.41  |
| Det 3yr - 2%     | \$ 1,248.73 | \$ 31.22    | \$ 46.83      | \$ 312.18    | \$ 4,058.38        | \$ 68,992.39  |
| Det 5yr - 3%     | \$ 1,260.62 | \$ 31.52    | \$ 47.27      | \$ 315.16    | \$ 4,097.02        | \$ 69,649.37  |
| Sergeant         | \$ 1,415.22 | \$ 35.38    | \$ 53.07      | \$ 353.80    | \$ 4,598.45        | \$ 78,190.68  |
| Det 1yr - 1%     | \$ 1,429.01 | \$ 35.73    | \$ 53.59      | \$ 357.25    | \$ 4,644.28        | \$ 78,952.80  |
| Det 3yr - 2%     | \$ 1,442.80 | \$ 36.07    | \$ 54.11      | \$ 360.70    | \$ 4,689.11        | \$ 79,714.92  |
| Det 5yr - 3%     | \$ 1,456.60 | \$ 36.41    | \$ 54.62      | \$ 364.15    | \$ 4,733.94        | \$ 80,477.04  |
| Sergeant 5yr     | \$ 1,427.12 | \$ 35.68    | \$ 53.52      | \$ 356.78    | \$ 4,638.13        | \$ 78,848.27  |
| Det 1yr - 1%     | \$ 1,441.03 | \$ 36.03    | \$ 54.04      | \$ 360.26    | \$ 4,683.36        | \$ 79,617.07  |
| Det 3yr - 2%     | \$ 1,454.95 | \$ 36.37    | \$ 54.56      | \$ 363.74    | \$ 4,728.58        | \$ 80,385.88  |
| Det 5yr - 3%     | \$ 1,468.86 | \$ 36.72    | \$ 55.08      | \$ 367.22    | \$ 4,773.80        | \$ 81,154.68  |
| Lieutenant       | \$ 1,635.95 | \$ 40.90    | \$ 61.35      | \$ 408.99    | \$ 5,316.85        | \$ 90,386.40  |
| Det 1yr - 1%     | \$ 1,651.96 | \$ 41.30    | \$ 61.95      | \$ 412.99    | \$ 5,368.86        | \$ 91,270.68  |
| Det 3yr - 2%     | \$ 1,667.96 | \$ 41.70    | \$ 62.55      | \$ 416.99    | \$ 5,420.88        | \$ 92,154.96  |
| Det 5yr - 3%     | \$ 1,683.96 | \$ 42.10    | \$ 63.15      | \$ 420.99    | \$ 5,472.86        | \$ 93,038.62  |
| Lieutenant 5yr   | \$ 1,649.74 | \$ 41.24    | \$ 61.87      | \$ 412.43    | \$ 5,361.64        | \$ 91,147.91  |
| Det 1yr - 1%     | \$ 1,665.87 | \$ 41.65    | \$ 62.47      | \$ 416.47    | \$ 5,414.09        | \$ 92,039.48  |
| Det 3yr - 2%     | \$ 1,682.02 | \$ 42.05    | \$ 63.08      | \$ 420.51    | \$ 5,466.57        | \$ 92,931.66  |
| Det 5yr - 3%     | \$ 1,698.16 | \$ 42.45    | \$ 63.68      | \$ 424.54    | \$ 5,519.01        | \$ 93,823.23  |
| Captain          | \$ 1,892.00 | \$ 47.30    | \$ 70.95      | \$ 473.00    | \$ 6,149.00        | \$ 104,533.00 |
| Det 1yr - 1%     | \$ 1,910.57 | \$ 47.76    | \$ 71.85      | \$ 477.64    | \$ 6,209.35        | \$ 105,558.88 |
| Det 3yr - 2%     | \$ 1,929.13 | \$ 48.23    | \$ 72.34      | \$ 482.28    | \$ 6,269.66        | \$ 106,584.16 |
| Det 5yr - 3%     | \$ 1,947.69 | \$ 48.69    | \$ 73.04      | \$ 486.92    | \$ 6,330.00        | \$ 107,610.04 |
| Captain 5yr      | \$ 1,907.98 | \$ 47.70    | \$ 71.55      | \$ 477.00    | \$ 6,200.94        | \$ 105,416.06 |
| Det 1yr - 1%     | \$ 1,926.71 | \$ 48.17    | \$ 72.25      | \$ 481.68    | \$ 6,261.79        | \$ 106,450.45 |
| Det 3yr - 2%     | \$ 1,945.43 | \$ 48.64    | \$ 72.95      | \$ 486.36    | \$ 6,322.64        | \$ 107,484.84 |
| Det 5yr - 3%     | \$ 1,964.15 | \$ 49.10    | \$ 73.66      | \$ 491.04    | \$ 6,383.48        | \$ 108,519.23 |

| Night<br>No Overtime | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|----------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1               | \$ 869.65     | \$ 21.74       | \$ 32.61         | \$ 217.41       | \$ 2,826.36           | \$ 48,048.16  |
| Step 2               | \$ 945.63     | \$ 23.64       | \$ 35.46         | \$ 236.41       | \$ 3,073.30           | \$ 52,246.06  |
| Step 3               | \$ 1,009.99   | \$ 25.25       | \$ 37.87         | \$ 262.50       | \$ 3,282.47           | \$ 55,801.95  |
| Step 4               | \$ 1,077.60   | \$ 26.94       | \$ 40.41         | \$ 269.40       | \$ 3,502.20           | \$ 59,537.40  |
| Step 5               | \$ 1,167.65   | \$ 29.19       | \$ 43.79         | \$ 291.91       | \$ 3,794.86           | \$ 64,512.66  |
| Sergeant             | \$ 1,349.27   | \$ 33.73       | \$ 50.60         | \$ 337.32       | \$ 4,385.13           | \$ 74,547.17  |
| Sergeant 5yr         | \$ 1,360.63   | \$ 34.02       | \$ 51.02         | \$ 340.16       | \$ 4,422.05           | \$ 75,174.81  |
| Lieutenant           | \$ 1,559.97   | \$ 39.00       | \$ 58.50         | \$ 389.99       | \$ 5,069.90           | \$ 86,188.34  |
| Lieutenant 5yr       | \$ 1,573.13   | \$ 39.33       | \$ 58.99         | \$ 393.28       | \$ 5,112.67           | \$ 86,915.43  |
| Captain              | \$ 1,804.38   | \$ 45.11       | \$ 67.66         | \$ 451.10       | \$ 5,864.24           | \$ 99,692.00  |
| Captain 5yr          | \$ 1,819.64   | \$ 45.49       | \$ 68.24         | \$ 454.91       | \$ 5,913.83           | \$ 100,535.11 |

Firearms Qualification Pay = 32.43

| Night<br>Associate's +10% | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|---------------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1                    | \$ 956.62     | \$ 23.92       | \$ 35.87         | \$ 239.15       | \$ 3,109.00           | \$ 52,852.98  |
| Step 2                    | \$ 1,040.19   | \$ 26.00       | \$ 39.01         | \$ 260.05       | \$ 3,360.63           | \$ 57,470.66  |
| Step 3                    | \$ 1,110.99   | \$ 27.77       | \$ 41.66         | \$ 277.75       | \$ 3,610.71           | \$ 61,382.14  |
| Step 4                    | \$ 1,185.36   | \$ 29.63       | \$ 44.45         | \$ 296.34       | \$ 3,852.42           | \$ 65,491.14  |
| Step 5                    | \$ 1,284.42   | \$ 32.11       | \$ 48.17         | \$ 321.10       | \$ 4,174.35           | \$ 70,963.93  |
| Sergeant                  | \$ 1,484.20   | \$ 37.10       | \$ 55.66         | \$ 371.05       | \$ 4,823.64           | \$ 82,001.88  |
| Sergeant 5yr              | \$ 1,496.69   | \$ 37.42       | \$ 56.13         | \$ 374.17       | \$ 4,864.25           | \$ 82,692.29  |
| Lieutenant                | \$ 1,715.97   | \$ 42.90       | \$ 64.35         | \$ 428.99       | \$ 5,576.89           | \$ 94,807.18  |
| Lieutenant 5yr            | \$ 1,730.44   | \$ 43.26       | \$ 64.89         | \$ 432.61       | \$ 5,623.94           | \$ 95,606.98  |
| Captain                   | \$ 1,984.82   | \$ 49.62       | \$ 74.43         | \$ 496.20       | \$ 6,450.66           | \$ 109,661.19 |
| Captain 5yr               | \$ 2,001.60   | \$ 50.04       | \$ 75.06         | \$ 500.40       | \$ 6,505.21           | \$ 110,588.62 |

Firearms Qualification Pay = 35.67

# Police Pay Rates Effective 7/1/15 - Attachment A

| Day            | Backdoor's +20% | Weekly Pay  | Hourly Rate | Overtime Rate | Holiday Rate | Annual Holiday Pay | Annual Pay    |
|----------------|-----------------|-------------|-------------|---------------|--------------|--------------------|---------------|
| Step 1         |                 | \$ 996.74   | \$ 24.89    | \$ 37.34      | \$ 248.93    | \$ 3,236.14        | \$ 55,014.41  |
| Det 1yr - 1%   |                 | \$ 1,005.30 | \$ 25.13    | \$ 37.70      | \$ 251.33    | \$ 3,267.23        | \$ 55,542.83  |
| Det 3yr - 2%   |                 | \$ 1,014.88 | \$ 25.37    | \$ 38.06      | \$ 253.72    | \$ 3,298.35        | \$ 56,071.90  |
| Det 5yr - 3%   |                 | \$ 1,024.44 | \$ 25.61    | \$ 38.42      | \$ 256.11    | \$ 3,329.43        | \$ 56,600.31  |
| Step 2         |                 | \$ 1,082.57 | \$ 27.06    | \$ 40.60      | \$ 270.64    | \$ 3,518.35        | \$ 59,811.98  |
| Det 1yr - 1%   |                 | \$ 1,093.01 | \$ 27.33    | \$ 40.99      | \$ 273.25    | \$ 3,552.28        | \$ 60,388.69  |
| Det 3yr - 2%   |                 | \$ 1,103.44 | \$ 27.59    | \$ 41.38      | \$ 275.86    | \$ 3,586.17        | \$ 60,964.84  |
| Det 5yr - 3%   |                 | \$ 1,113.88 | \$ 27.85    | \$ 41.77      | \$ 278.47    | \$ 3,620.10        | \$ 61,541.65  |
| Step 3         |                 | \$ 1,156.13 | \$ 28.90    | \$ 43.35      | \$ 289.03    | \$ 3,757.42        | \$ 63,876.07  |
| Det 1yr - 1%   |                 | \$ 1,167.30 | \$ 29.18    | \$ 43.77      | \$ 291.83    | \$ 3,793.73        | \$ 64,493.33  |
| Det 3yr - 2%   |                 | \$ 1,178.47 | \$ 29.46    | \$ 44.19      | \$ 294.62    | \$ 3,830.03        | \$ 65,110.58  |
| Det 5yr - 3%   |                 | \$ 1,189.64 | \$ 29.74    | \$ 44.61      | \$ 297.41    | \$ 3,866.34        | \$ 65,727.83  |
| Step 4         |                 | \$ 1,233.40 | \$ 30.83    | \$ 46.25      | \$ 308.35    | \$ 4,008.54        | \$ 68,145.13  |
| Det 1yr - 1%   |                 | \$ 1,245.34 | \$ 31.13    | \$ 46.70      | \$ 311.33    | \$ 4,047.34        | \$ 68,804.81  |
| Det 3yr - 2%   |                 | \$ 1,257.29 | \$ 31.43    | \$ 47.15      | \$ 314.32    | \$ 4,086.19        | \$ 69,465.16  |
| Det 5yr - 3%   |                 | \$ 1,269.23 | \$ 31.73    | \$ 47.60      | \$ 317.31    | \$ 4,124.99        | \$ 70,124.85  |
| Step 5         |                 | \$ 1,336.31 | \$ 33.41    | \$ 50.11      | \$ 334.08    | \$ 4,343.00        | \$ 73,831.02  |
| Det 1yr - 1%   |                 | \$ 1,349.28 | \$ 33.73    | \$ 50.60      | \$ 337.32    | \$ 4,385.16        | \$ 74,547.72  |
| Det 3yr - 2%   |                 | \$ 1,362.25 | \$ 34.06    | \$ 51.08      | \$ 340.56    | \$ 4,427.32        | \$ 75,264.42  |
| Det 5yr - 3%   |                 | \$ 1,375.22 | \$ 34.38    | \$ 51.57      | \$ 343.81    | \$ 4,469.48        | \$ 75,981.13  |
| Sergeant       |                 | \$ 1,543.87 | \$ 38.60    | \$ 57.90      | \$ 385.97    | \$ 5,017.58        | \$ 85,298.93  |
| Det 1yr - 1%   |                 | \$ 1,558.92 | \$ 38.97    | \$ 58.46      | \$ 389.73    | \$ 5,066.49        | \$ 86,130.33  |
| Det 3yr - 2%   |                 | \$ 1,573.97 | \$ 39.35    | \$ 59.02      | \$ 393.49    | \$ 5,115.40        | \$ 86,961.73  |
| Det 5yr - 3%   |                 | \$ 1,589.02 | \$ 39.73    | \$ 59.59      | \$ 397.25    | \$ 5,164.30        | \$ 87,793.13  |
| Sergeant 5yr   |                 | \$ 1,566.86 | \$ 38.92    | \$ 58.38      | \$ 389.21    | \$ 5,059.78        | \$ 86,016.29  |
| Det 1yr - 1%   |                 | \$ 1,572.04 | \$ 39.30    | \$ 58.95      | \$ 393.01    | \$ 5,109.12        | \$ 86,854.99  |
| Det 3yr - 2%   |                 | \$ 1,587.22 | \$ 39.68    | \$ 59.52      | \$ 396.80    | \$ 5,158.45        | \$ 87,693.68  |
| Det 5yr - 3%   |                 | \$ 1,602.40 | \$ 40.06    | \$ 60.09      | \$ 400.60    | \$ 5,207.79        | \$ 88,532.38  |
| Lieutenant     |                 | \$ 1,784.68 | \$ 44.62    | \$ 66.93      | \$ 446.17    | \$ 5,800.20        | \$ 98,603.35  |
| Det 1yr - 1%   |                 | \$ 1,802.14 | \$ 45.05    | \$ 67.58      | \$ 450.53    | \$ 5,856.94        | \$ 99,568.01  |
| Det 3yr - 2%   |                 | \$ 1,819.60 | \$ 45.49    | \$ 68.23      | \$ 454.90    | \$ 5,913.69        | \$ 100,532.68 |
| Det 5yr - 3%   |                 | \$ 1,837.04 | \$ 45.93    | \$ 68.89      | \$ 459.26    | \$ 5,970.39        | \$ 101,496.68 |
| Lieutenant 5yr |                 | \$ 1,799.71 | \$ 44.99    | \$ 67.49      | \$ 449.83    | \$ 5,849.06        | \$ 99,434.09  |
| Det 1yr - 1%   |                 | \$ 1,817.32 | \$ 45.43    | \$ 68.15      | \$ 454.33    | \$ 5,906.28        | \$ 100,406.71 |
| Det 3yr - 2%   |                 | \$ 1,834.93 | \$ 45.87    | \$ 68.81      | \$ 458.73    | \$ 5,963.63        | \$ 101,379.99 |
| Det 5yr - 3%   |                 | \$ 1,852.54 | \$ 46.31    | \$ 69.47      | \$ 463.13    | \$ 6,020.74        | \$ 102,352.61 |
| Captain        |                 | \$ 2,084.00 | \$ 51.60    | \$ 77.40      | \$ 516.00    | \$ 6,708.00        | \$ 114,036.00 |
| Det 1yr - 1%   |                 | \$ 2,094.26 | \$ 52.11    | \$ 78.16      | \$ 521.06    | \$ 6,773.83        | \$ 115,155.14 |
| Det 3yr - 2%   |                 | \$ 2,104.50 | \$ 52.61    | \$ 78.92      | \$ 526.13    | \$ 6,839.63        | \$ 116,273.63 |
| Det 5yr - 3%   |                 | \$ 2,124.76 | \$ 53.12    | \$ 79.68      | \$ 531.19    | \$ 6,905.46        | \$ 117,392.77 |
| Captain 5yr    |                 | \$ 2,081.44 | \$ 52.04    | \$ 78.05      | \$ 520.36    | \$ 6,764.67        | \$ 114,999.34 |
| Det 1yr - 1%   |                 | \$ 2,101.86 | \$ 52.55    | \$ 78.82      | \$ 525.47    | \$ 6,831.05        | \$ 116,127.77 |
| Det 3yr - 2%   |                 | \$ 2,122.28 | \$ 53.06    | \$ 79.59      | \$ 530.57    | \$ 6,897.42        | \$ 117,256.19 |
| Det 5yr - 3%   |                 | \$ 2,142.71 | \$ 53.57    | \$ 80.35      | \$ 535.68    | \$ 6,963.80        | \$ 118,384.62 |

| Day            | Master's +25% | Weekly Pay  | Hourly Rate | Overtime Rate | Holiday Rate | Annual Holiday Pay | Annual Pay    |
|----------------|---------------|-------------|-------------|---------------|--------------|--------------------|---------------|
| Step 1         |               | \$ 1,037.23 | \$ 25.93    | \$ 38.90      | \$ 259.31    | \$ 3,370.98        | \$ 57,306.68  |
| Det 1yr - 1%   |               | \$ 1,047.19 | \$ 26.18    | \$ 39.27      | \$ 261.80    | \$ 3,403.36        | \$ 57,857.11  |
| Det 3yr - 2%   |               | \$ 1,057.16 | \$ 26.43    | \$ 39.64      | \$ 264.29    | \$ 3,435.78        | \$ 58,408.23  |
| Det 5yr - 3%   |               | \$ 1,067.13 | \$ 26.68    | \$ 40.02      | \$ 266.78    | \$ 3,468.16        | \$ 58,958.66  |
| Step 2         |               | \$ 1,127.68 | \$ 28.19    | \$ 42.29      | \$ 281.92    | \$ 3,664.94        | \$ 62,304.04  |
| Det 1yr - 1%   |               | \$ 1,138.55 | \$ 28.46    | \$ 42.70      | \$ 284.64    | \$ 3,700.29        | \$ 62,904.89  |
| Det 3yr - 2%   |               | \$ 1,149.41 | \$ 28.74    | \$ 43.10      | \$ 287.35    | \$ 3,735.59        | \$ 63,505.04  |
| Det 5yr - 3%   |               | \$ 1,160.29 | \$ 29.01    | \$ 43.51      | \$ 290.07    | \$ 3,770.93        | \$ 64,105.88  |
| Step 3         |               | \$ 1,204.30 | \$ 30.11    | \$ 45.16      | \$ 301.08    | \$ 3,913.98        | \$ 66,537.58  |
| Det 1yr - 1%   |               | \$ 1,215.94 | \$ 30.40    | \$ 45.60      | \$ 303.98    | \$ 3,951.80        | \$ 67,180.55  |
| Det 3yr - 2%   |               | \$ 1,227.58 | \$ 30.69    | \$ 46.03      | \$ 306.89    | \$ 3,989.62        | \$ 67,823.52  |
| Det 5yr - 3%   |               | \$ 1,239.21 | \$ 30.98    | \$ 46.47      | \$ 309.80    | \$ 4,027.44        | \$ 68,466.49  |
| Step 4         |               | \$ 1,284.79 | \$ 32.12    | \$ 48.18      | \$ 321.20    | \$ 4,175.56        | \$ 70,984.51  |
| Det 1yr - 1%   |               | \$ 1,297.23 | \$ 32.43    | \$ 48.65      | \$ 324.31    | \$ 4,215.98        | \$ 71,671.68  |
| Det 3yr - 2%   |               | \$ 1,309.68 | \$ 32.74    | \$ 49.11      | \$ 327.42    | \$ 4,256.44        | \$ 72,359.54  |
| Det 5yr - 3%   |               | \$ 1,322.11 | \$ 33.05    | \$ 49.58      | \$ 330.53    | \$ 4,296.87        | \$ 73,046.72  |
| Step 5         |               | \$ 1,391.99 | \$ 34.80    | \$ 52.20      | \$ 348.00    | \$ 4,523.96        | \$ 76,907.31  |
| Det 1yr - 1%   |               | \$ 1,405.50 | \$ 35.14    | \$ 52.71      | \$ 351.38    | \$ 4,567.88        | \$ 77,653.88  |
| Det 3yr - 2%   |               | \$ 1,419.01 | \$ 35.48    | \$ 53.21      | \$ 354.75    | \$ 4,611.79        | \$ 78,400.44  |
| Det 5yr - 3%   |               | \$ 1,432.53 | \$ 35.81    | \$ 53.72      | \$ 358.13    | \$ 4,655.71        | \$ 79,147.01  |
| Sergeant       |               | \$ 1,608.20 | \$ 40.21    | \$ 60.31      | \$ 402.05    | \$ 5,226.65        | \$ 88,853.05  |
| Det 1yr - 1%   |               | \$ 1,623.88 | \$ 40.60    | \$ 60.90      | \$ 405.97    | \$ 5,277.59        | \$ 89,719.09  |
| Det 3yr - 2%   |               | \$ 1,639.55 | \$ 40.99    | \$ 61.48      | \$ 409.89    | \$ 5,328.54        | \$ 90,585.14  |
| Det 5yr - 3%   |               | \$ 1,655.23 | \$ 41.38    | \$ 62.07      | \$ 413.81    | \$ 5,379.48        | \$ 91,451.18  |
| Sergeant 5yr   |               | \$ 1,621.73 | \$ 40.54    | \$ 60.81      | \$ 405.43    | \$ 5,270.61        | \$ 89,600.31  |
| Det 1yr - 1%   |               | \$ 1,637.54 | \$ 40.94    | \$ 61.41      | \$ 409.38    | \$ 5,322.00        | \$ 90,473.95  |
| Det 3yr - 2%   |               | \$ 1,653.35 | \$ 41.33    | \$ 62.00      | \$ 413.34    | \$ 5,373.39        | \$ 91,347.59  |
| Det 5yr - 3%   |               | \$ 1,669.16 | \$ 41.73    | \$ 62.59      | \$ 417.29    | \$ 5,424.78        | \$ 92,221.23  |
| Lieutenant     |               | \$ 1,859.04 | \$ 46.48    | \$ 69.71      | \$ 464.76    | \$ 6,041.87        | \$ 102,711.82 |
| Det 1yr - 1%   |               | \$ 1,877.23 | \$ 46.93    | \$ 70.40      | \$ 469.31    | \$ 6,100.98        | \$ 103,716.68 |
| Det 3yr - 2%   |               | \$ 1,895.41 | \$ 47.39    | \$ 71.08      | \$ 473.85    | \$ 6,160.09        | \$ 104,721.54 |
| Det 5yr - 3%   |               | \$ 1,913.59 | \$ 47.84    | \$ 71.76      | \$ 478.40    | \$ 6,219.16        | \$ 105,725.71 |
| Lieutenant 5yr |               | \$ 1,874.70 | \$ 46.87    | \$ 70.30      | \$ 468.68    | \$ 6,092.78        | \$ 103,577.18 |
| Det 1yr - 1%   |               | \$ 1,893.04 | \$ 47.33    | \$ 70.99      | \$ 473.26    | \$ 6,152.37        | \$ 104,590.32 |
| Det 3yr - 2%   |               | \$ 1,911.39 | \$ 47.78    | \$ 71.68      | \$ 477.85    | \$ 6,212.01        | \$ 105,604.16 |
| Det 5yr - 3%   |               | \$ 1,929.73 | \$ 48.24    | \$ 72.36      | \$ 482.43    | \$ 6,271.61        | \$ 106,617.31 |
| Captain        |               | \$ 2,150.00 | \$ 53.75    | \$ 80.63      | \$ 537.50    | \$ 6,987.50        | \$ 118,787.50 |
| Det 1yr - 1%   |               | \$ 2,171.10 | \$ 54.28    | \$ 81.42      | \$ 542.78    | \$ 7,056.08        | \$ 119,953.28 |
| Det 3yr - 2%   |               | \$ 2,192.19 | \$ 54.80    | \$ 82.21      | \$ 548.05    | \$ 7,124.61        | \$ 121,118.36 |
| Det 5yr - 3%   |               | \$ 2,213.29 | \$ 55.33    | \$ 83.00      | \$ 553.32    | \$ 7,193.18        | \$ 122,284.13 |
| Captain 5yr    |               | \$ 2,168.16 | \$ 54.20    | \$ 81.31      | \$ 542.04    | \$ 7,046.53        | \$ 119,790.98 |
| Det 1yr - 1%   |               | \$ 2,189.44 | \$ 54.74    | \$ 82.10      | \$ 547.36    | \$ 7,115.67        | \$ 120,966.42 |
| Det 3yr - 2%   |               | \$ 2,210.71 | \$ 55.27    | \$ 82.90      | \$ 552.68    | \$ 7,184.82        | \$ 122,141.87 |
| Det 5yr - 3%   |               | \$ 2,231.99 | \$ 55.80    | \$ 83.70      | \$ 558.00    | \$ 7,253.96        | \$ 123,317.31 |



| Night<br>Bachelor's +20% | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|--------------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1                   | \$ 1,043.58   | \$ 26.09       | \$ 39.13         | \$ 260.90       | \$ 3,391.64           | \$ 57,657.80  |
| Step 2                   | \$ 1,134.76   | \$ 28.37       | \$ 42.55         | \$ 283.69       | \$ 3,687.96           | \$ 62,695.27  |
| Step 3                   | \$ 1,211.99   | \$ 30.30       | \$ 45.45         | \$ 303.00       | \$ 3,938.96           | \$ 66,962.34  |
| Step 4                   | \$ 1,293.12   | \$ 32.33       | \$ 48.49         | \$ 323.28       | \$ 4,202.64           | \$ 71,444.88  |
| Step 5                   | \$ 1,401.18   | \$ 35.03       | \$ 52.54         | \$ 350.30       | \$ 4,553.84           | \$ 77,415.20  |
| Sergeant                 | \$ 1,619.12   | \$ 40.48       | \$ 60.72         | \$ 404.78       | \$ 5,262.15           | \$ 89,456.60  |
| Sergeant 5yr             | \$ 1,632.76   | \$ 40.82       | \$ 61.23         | \$ 408.19       | \$ 5,306.46           | \$ 90,209.77  |
| Lieutenant               | \$ 1,871.96   | \$ 46.80       | \$ 70.20         | \$ 467.99       | \$ 6,083.88           | \$ 103,426.01 |
| Lieutenant 5yr           | \$ 1,887.76   | \$ 47.19       | \$ 70.79         | \$ 471.94       | \$ 6,135.21           | \$ 104,298.52 |
| Captain                  | \$ 2,165.26   | \$ 54.13       | \$ 81.20         | \$ 541.31       | \$ 7,037.08           | \$ 119,630.39 |
| Captain 5yr              | \$ 2,183.57   | \$ 54.59       | \$ 81.88         | \$ 545.89       | \$ 7,096.60           | \$ 120,642.13 |

Firearms Qualification Pay = 38.92

| Night<br>Master's +25% | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|------------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1                 | \$ 1,087.06   | \$ 27.18       | \$ 40.76         | \$ 271.77       | \$ 3,532.95           | \$ 60,060.20  |
| Step 2                 | \$ 1,182.04   | \$ 29.55       | \$ 44.33         | \$ 295.51       | \$ 3,841.62           | \$ 65,307.57  |
| Step 3                 | \$ 1,262.49   | \$ 31.56       | \$ 47.34         | \$ 315.62       | \$ 4,103.08           | \$ 68,752.43  |
| Step 4                 | \$ 1,347.00   | \$ 33.68       | \$ 50.51         | \$ 336.75       | \$ 4,377.75           | \$ 74,421.75  |
| Step 5                 | \$ 1,459.56   | \$ 36.49       | \$ 54.73         | \$ 364.89       | \$ 4,743.58           | \$ 80,640.83  |
| Sergeant               | \$ 1,686.59   | \$ 42.16       | \$ 63.25         | \$ 421.65       | \$ 5,481.41           | \$ 93,183.96  |
| Sergeant 5yr           | \$ 1,700.79   | \$ 42.52       | \$ 63.78         | \$ 425.20       | \$ 5,527.56           | \$ 93,968.51  |
| Lieutenant             | \$ 1,949.96   | \$ 48.75       | \$ 73.12         | \$ 487.49       | \$ 6,337.38           | \$ 107,735.43 |
| Lieutenant 5yr         | \$ 1,966.41   | \$ 49.16       | \$ 73.74         | \$ 491.60       | \$ 6,390.84           | \$ 108,644.29 |
| Captain                | \$ 2,255.48   | \$ 56.39       | \$ 84.58         | \$ 563.87       | \$ 7,330.29           | \$ 124,614.99 |
| Captain 5yr            | \$ 2,274.56   | \$ 56.86       | \$ 85.30         | \$ 568.64       | \$ 7,392.29           | \$ 125,668.89 |

Firearms Qualification Pay = 40.54

# Police Pay Rates

## Effective 1/1/16 - Attachment B

| Day<br>No Quinn | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual<br>Pay |
|-----------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1          | \$ 838.08     | \$ 20.95       | \$ 31.43         | \$ 209.52       | \$ 2,723.75           | \$ 46,303.80  |
| Det 1yr - 1%    | \$ 846.13     | \$ 21.15       | \$ 31.73         | \$ 211.53       | \$ 2,749.91           | \$ 46,748.54  |
| Det 3yr - 2%    | \$ 854.19     | \$ 21.35       | \$ 32.03         | \$ 213.55       | \$ 2,776.11           | \$ 47,193.85  |
| Det 5yr - 3%    | \$ 862.24     | \$ 21.56       | \$ 32.33         | \$ 215.56       | \$ 2,802.27           | \$ 47,638.59  |
| Step 2          | \$ 911.16     | \$ 22.78       | \$ 34.17         | \$ 227.79       | \$ 2,961.27           | \$ 50,341.67  |
| Det 1yr - 1%    | \$ 919.95     | \$ 23.00       | \$ 34.50         | \$ 229.99       | \$ 2,989.83           | \$ 50,827.15  |
| Det 3yr - 2%    | \$ 928.73     | \$ 23.22       | \$ 34.83         | \$ 232.18       | \$ 3,018.36           | \$ 51,312.07  |
| Det 5yr - 3%    | \$ 937.51     | \$ 23.44       | \$ 35.16         | \$ 234.38       | \$ 3,046.91           | \$ 51,797.55  |
| Step 3          | \$ 973.07     | \$ 24.33       | \$ 36.49         | \$ 243.27       | \$ 3,162.49           | \$ 53,762.36  |
| Det 1yr - 1%    | \$ 982.48     | \$ 24.56       | \$ 36.84         | \$ 245.62       | \$ 3,193.05           | \$ 54,281.88  |
| Det 3yr - 2%    | \$ 991.88     | \$ 24.80       | \$ 37.20         | \$ 247.97       | \$ 3,223.61           | \$ 54,801.40  |
| Det 5yr - 3%    | \$ 1,001.28   | \$ 25.03       | \$ 37.55         | \$ 250.32       | \$ 3,254.17           | \$ 55,320.92  |
| Step 4          | \$ 1,038.11   | \$ 25.95       | \$ 38.93         | \$ 259.53       | \$ 3,373.85           | \$ 57,355.48  |
| Det 1yr - 1%    | \$ 1,048.16   | \$ 26.20       | \$ 39.31         | \$ 262.04       | \$ 3,406.51           | \$ 57,910.72  |
| Det 3yr - 2%    | \$ 1,047.74   | \$ 26.19       | \$ 39.29         | \$ 261.94       | \$ 3,405.16           | \$ 57,887.64  |
| Det 5yr - 3%    | \$ 1,068.27   | \$ 26.71       | \$ 40.06         | \$ 267.07       | \$ 3,471.87           | \$ 59,021.75  |
| Step 5          | \$ 1,124.73   | \$ 28.12       | \$ 42.18         | \$ 281.18       | \$ 3,655.36           | \$ 62,141.11  |
| Det 1yr - 1%    | \$ 1,135.64   | \$ 28.39       | \$ 42.59         | \$ 283.91       | \$ 3,690.84           | \$ 62,744.33  |
| Det 3yr - 2%    | \$ 1,146.56   | \$ 28.66       | \$ 43.00         | \$ 286.64       | \$ 3,726.33           | \$ 63,347.56  |
| Det 5yr - 3%    | \$ 1,157.48   | \$ 28.94       | \$ 43.41         | \$ 289.37       | \$ 3,761.81           | \$ 63,950.78  |
| Sergeant        | \$ 1,299.43   | \$ 32.49       | \$ 48.73         | \$ 324.86       | \$ 4,223.13           | \$ 71,793.26  |
| Det 1yr - 1%    | \$ 1,312.09   | \$ 32.80       | \$ 49.20         | \$ 328.02       | \$ 4,264.30           | \$ 72,493.03  |
| Det 3yr - 2%    | \$ 1,324.76   | \$ 33.12       | \$ 49.68         | \$ 331.19       | \$ 4,305.46           | \$ 73,192.79  |
| Det 5yr - 3%    | \$ 1,337.42   | \$ 33.44       | \$ 50.15         | \$ 334.36       | \$ 4,346.62           | \$ 73,892.55  |
| Sergeant 5yr    | \$ 1,310.35   | \$ 32.76       | \$ 49.14         | \$ 327.59       | \$ 4,268.65           | \$ 72,397.05  |
| Det 1yr - 1%    | \$ 1,323.13   | \$ 33.08       | \$ 49.62         | \$ 330.78       | \$ 4,300.17           | \$ 73,102.95  |
| Det 3yr - 2%    | \$ 1,335.91   | \$ 33.40       | \$ 50.10         | \$ 333.98       | \$ 4,341.70           | \$ 73,808.85  |
| Det 5yr - 3%    | \$ 1,348.68   | \$ 33.72       | \$ 50.58         | \$ 337.17       | \$ 4,383.22           | \$ 74,514.75  |
| Lieutenant      | \$ 1,502.10   | \$ 37.55       | \$ 56.33         | \$ 375.53       | \$ 4,881.83           | \$ 82,991.15  |
| Det 1yr - 1%    | \$ 1,516.80   | \$ 37.92       | \$ 56.88         | \$ 379.20       | \$ 4,929.59           | \$ 83,803.08  |
| Det 3yr - 2%    | \$ 1,531.49   | \$ 38.29       | \$ 57.43         | \$ 382.87       | \$ 4,977.35           | \$ 84,615.00  |
| Det 5yr - 3%    | \$ 1,546.18   | \$ 38.65       | \$ 57.98         | \$ 386.54       | \$ 5,025.08           | \$ 85,426.37  |
| Lieutenant 5yr  | \$ 1,514.76   | \$ 37.87       | \$ 56.80         | \$ 378.69       | \$ 4,922.96           | \$ 83,690.36  |
| Det 1yr - 1%    | \$ 1,529.57   | \$ 38.24       | \$ 57.36         | \$ 382.39       | \$ 4,971.12           | \$ 84,508.98  |
| Det 3yr - 2%    | \$ 1,544.40   | \$ 38.61       | \$ 57.92         | \$ 386.10       | \$ 5,019.30           | \$ 85,328.16  |
| Det 5yr - 3%    | \$ 1,559.22   | \$ 38.98       | \$ 58.47         | \$ 389.80       | \$ 5,067.46           | \$ 86,146.78  |
| Captain         | \$ 1,737.20   | \$ 43.43       | \$ 65.15         | \$ 434.30       | \$ 5,645.90           | \$ 95,980.30  |
| Det 1yr - 1%    | \$ 1,754.25   | \$ 43.86       | \$ 65.78         | \$ 438.56       | \$ 5,701.31           | \$ 96,922.25  |
| Det 3yr - 2%    | \$ 1,771.29   | \$ 44.28       | \$ 66.42         | \$ 442.82       | \$ 5,756.88           | \$ 97,863.63  |
| Det 5yr - 3%    | \$ 1,788.34   | \$ 44.71       | \$ 67.06         | \$ 447.08       | \$ 5,812.09           | \$ 98,805.58  |
| Captain 5yr     | \$ 1,751.88   | \$ 43.80       | \$ 65.70         | \$ 437.97       | \$ 5,693.59           | \$ 96,791.11  |
| Det 1yr - 1%    | \$ 1,769.07   | \$ 44.23       | \$ 66.34         | \$ 442.27       | \$ 5,749.46           | \$ 97,740.87  |
| Det 3yr - 2%    | \$ 1,786.26   | \$ 44.66       | \$ 66.98         | \$ 446.56       | \$ 5,805.33           | \$ 98,690.63  |
| Det 5yr - 3%    | \$ 1,803.45   | \$ 45.09       | \$ 67.63         | \$ 450.86       | \$ 5,861.20           | \$ 99,640.39  |

| Day<br>Associate's +10% | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual<br>Pay |
|-------------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1                  | \$ 921.89     | \$ 23.05       | \$ 34.57         | \$ 230.47       | \$ 2,996.13           | \$ 50,934.18  |
| Det 1yr - 1%            | \$ 930.74     | \$ 23.27       | \$ 34.90         | \$ 232.69       | \$ 3,024.91           | \$ 51,423.40  |
| Det 3yr - 2%            | \$ 939.61     | \$ 23.49       | \$ 35.24         | \$ 234.90       | \$ 3,053.72           | \$ 51,913.23  |
| Det 5yr - 3%            | \$ 948.46     | \$ 23.71       | \$ 35.57         | \$ 237.12       | \$ 3,082.50           | \$ 52,402.45  |
| Step 2                  | \$ 1,002.28   | \$ 25.06       | \$ 37.59         | \$ 250.57       | \$ 3,257.40           | \$ 55,375.83  |
| Det 1yr - 1%            | \$ 1,011.94   | \$ 25.30       | \$ 37.95         | \$ 252.99       | \$ 3,288.82           | \$ 55,909.86  |
| Det 3yr - 2%            | \$ 1,021.60   | \$ 25.54       | \$ 38.31         | \$ 255.40       | \$ 3,320.19           | \$ 56,443.28  |
| Det 5yr - 3%            | \$ 1,031.26   | \$ 25.78       | \$ 38.67         | \$ 257.82       | \$ 3,351.61           | \$ 56,977.31  |
| Step 3                  | \$ 1,070.38   | \$ 26.76       | \$ 40.14         | \$ 267.60       | \$ 3,478.74           | \$ 59,138.60  |
| Det 1yr - 1%            | \$ 1,080.73   | \$ 27.02       | \$ 40.53         | \$ 270.18       | \$ 3,512.36           | \$ 59,710.07  |
| Det 3yr - 2%            | \$ 1,091.07   | \$ 27.28       | \$ 40.92         | \$ 272.77       | \$ 3,545.97           | \$ 60,281.54  |
| Det 5yr - 3%            | \$ 1,101.41   | \$ 27.54       | \$ 41.30         | \$ 275.35       | \$ 3,579.59           | \$ 60,853.02  |
| Step 4                  | \$ 1,141.92   | \$ 28.55       | \$ 42.82         | \$ 285.48       | \$ 3,711.24           | \$ 63,091.03  |
| Det 1yr - 1%            | \$ 1,152.97   | \$ 28.82       | \$ 43.24         | \$ 288.24       | \$ 3,747.16           | \$ 63,701.79  |
| Det 3yr - 2%            | \$ 1,162.51   | \$ 28.81       | \$ 43.22         | \$ 288.13       | \$ 3,745.67           | \$ 63,676.40  |
| Det 5yr - 3%            | \$ 1,175.09   | \$ 29.38       | \$ 44.07         | \$ 293.77       | \$ 3,819.05           | \$ 64,923.92  |
| Step 5                  | \$ 1,237.20   | \$ 30.93       | \$ 46.39         | \$ 309.30       | \$ 4,020.90           | \$ 68,355.22  |
| Det 1yr - 1%            | \$ 1,249.21   | \$ 31.23       | \$ 46.85         | \$ 312.30       | \$ 4,059.93           | \$ 69,018.76  |
| Det 3yr - 2%            | \$ 1,261.22   | \$ 31.53       | \$ 47.30         | \$ 315.30       | \$ 4,098.96           | \$ 69,682.31  |
| Det 5yr - 3%            | \$ 1,273.23   | \$ 31.83       | \$ 47.75         | \$ 318.31       | \$ 4,137.99           | \$ 70,345.86  |
| Sergeant                | \$ 1,429.37   | \$ 35.73       | \$ 53.60         | \$ 357.34       | \$ 4,645.45           | \$ 78,972.59  |
| Det 1yr - 1%            | \$ 1,443.30   | \$ 36.08       | \$ 54.12         | \$ 360.83       | \$ 4,690.73           | \$ 79,742.33  |
| Det 3yr - 2%            | \$ 1,457.23   | \$ 36.43       | \$ 54.65         | \$ 364.31       | \$ 4,736.00           | \$ 80,512.07  |
| Det 5yr - 3%            | \$ 1,471.16   | \$ 36.78       | \$ 55.17         | \$ 367.79       | \$ 4,781.28           | \$ 81,281.81  |
| Sergeant 5yr            | \$ 1,441.39   | \$ 36.03       | \$ 54.05         | \$ 360.35       | \$ 4,684.51           | \$ 79,636.75  |
| Det 1yr - 1%            | \$ 1,455.44   | \$ 36.39       | \$ 54.58         | \$ 363.86       | \$ 4,730.19           | \$ 80,413.24  |
| Det 3yr - 2%            | \$ 1,469.50   | \$ 36.74       | \$ 55.11         | \$ 367.37       | \$ 4,775.87           | \$ 81,189.74  |
| Det 5yr - 3%            | \$ 1,483.55   | \$ 37.09       | \$ 55.63         | \$ 370.89       | \$ 4,821.54           | \$ 81,966.23  |
| Lieutenant              | \$ 1,652.31   | \$ 41.31       | \$ 61.96         | \$ 413.08       | \$ 5,370.02           | \$ 91,290.27  |
| Det 1yr - 1%            | \$ 1,668.48   | \$ 41.71       | \$ 62.57         | \$ 417.12       | \$ 5,422.55           | \$ 92,183.39  |
| Det 3yr - 2%            | \$ 1,684.64   | \$ 42.12       | \$ 63.17         | \$ 421.16       | \$ 5,475.09           | \$ 93,076.51  |
| Det 5yr - 3%            | \$ 1,700.80   | \$ 42.52       | \$ 63.78         | \$ 425.20       | \$ 5,527.59           | \$ 93,969.01  |
| Lieutenant 5yr          | \$ 1,666.23   | \$ 41.66       | \$ 62.48         | \$ 416.56       | \$ 5,415.26           | \$ 92,959.39  |
| Det 1yr - 1%            | \$ 1,682.53   | \$ 42.06       | \$ 63.09         | \$ 420.63       | \$ 5,468.23           | \$ 93,959.88  |
| Det 3yr - 2%            | \$ 1,698.84   | \$ 42.47       | \$ 63.71         | \$ 424.71       | \$ 5,521.23           | \$ 93,860.98  |
| Det 5yr - 3%            | \$ 1,715.14   | \$ 42.88       | \$ 64.32         | \$ 428.78       | \$ 5,574.20           | \$ 94,761.46  |
| Captain                 | \$ 1,910.92   | \$ 47.77       | \$ 71.66         | \$ 477.73       | \$ 6,210.49           | \$ 105,578.33 |
| Det 1yr - 1%            | \$ 1,929.67   | \$ 48.24       | \$ 72.36         | \$ 482.42       | \$ 6,271.44           | \$ 106,614.47 |
| Det 3yr - 2%            | \$ 1,948.42   | \$ 48.71       | \$ 73.07         | \$ 487.10       | \$ 6,332.35           | \$ 107,650.00 |
| Det 5yr - 3%            | \$ 1,967.17   | \$ 49.18       | \$ 73.77         | \$ 491.79       | \$ 6,393.30           | \$ 108,686.14 |
| Captain 5yr             | \$ 1,927.06   | \$ 48.18       | \$ 72.26         | \$ 481.77       | \$ 6,262.95           | \$ 106,470.22 |
| Det 1yr - 1%            | \$ 1,945.97   | \$ 48.65       | \$ 72.97         | \$ 486.49       | \$ 6,324.41           | \$ 107,514.96 |
| Det 3yr - 2%            | \$ 1,964.88   | \$ 49.12       | \$ 73.68         | \$ 491.22       | \$ 6,385.85           | \$ 108,559.69 |
| Det 5yr - 3%            | \$ 1,983.79   | \$ 49.59       | \$ 74.39         | \$ 495.95       | \$ 6,447.32           | \$ 109,604.42 |

| Night<br>No Quin | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1           | \$ 878.35     | \$ 21.96       | \$ 32.94         | \$ 219.59       | \$ 2,854.63           | \$ 48,528.64  |
| Step 2           | \$ 955.09     | \$ 23.88       | \$ 35.82         | \$ 238.77       | \$ 3,104.03           | \$ 52,768.52  |
| Step 3           | \$ 1,020.09   | \$ 25.50       | \$ 38.25         | \$ 255.02       | \$ 3,315.29           | \$ 56,359.97  |
| Step 4           | \$ 1,088.38   | \$ 27.21       | \$ 40.81         | \$ 272.09       | \$ 3,537.22           | \$ 60,132.77  |
| Step 5           | \$ 1,179.33   | \$ 29.48       | \$ 44.22         | \$ 294.83       | \$ 3,832.81           | \$ 65,157.79  |
| Sergeant         | \$ 1,362.76   | \$ 34.07       | \$ 51.10         | \$ 340.69       | \$ 4,428.98           | \$ 75,292.64  |
| Sergeant 5yr     | \$ 1,374.24   | \$ 34.36       | \$ 51.53         | \$ 343.56       | \$ 4,466.27           | \$ 75,926.56  |
| Lieutenant       | \$ 1,576.57   | \$ 39.39       | \$ 59.08         | \$ 393.89       | \$ 5,120.60           | \$ 87,050.23  |
| Lieutenant 5yr   | \$ 1,588.86   | \$ 39.72       | \$ 59.58         | \$ 397.22       | \$ 5,163.80           | \$ 87,784.59  |
| Captain          | \$ 1,822.42   | \$ 45.56       | \$ 68.34         | \$ 455.61       | \$ 5,922.88           | \$ 100,688.91 |
| Captain 5yr      | \$ 1,837.84   | \$ 45.95       | \$ 68.92         | \$ 459.46       | \$ 5,972.97           | \$ 101,540.46 |

Firearms Qualification Pay = \$32.75

| Night<br>Associate's +10% | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|---------------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1                    | \$ 966.18     | \$ 24.15       | \$ 36.23         | \$ 241.55       | \$ 3,140.09           | \$ 53,381.51  |
| Step 2                    | \$ 1,050.59   | \$ 26.26       | \$ 39.40         | \$ 262.65       | \$ 3,414.43           | \$ 58,046.37  |
| Step 3                    | \$ 1,122.10   | \$ 28.05       | \$ 42.08         | \$ 280.52       | \$ 3,646.82           | \$ 61,995.96  |
| Step 4                    | \$ 1,197.21   | \$ 29.93       | \$ 44.90         | \$ 299.30       | \$ 3,890.94           | \$ 66,146.05  |
| Step 5                    | \$ 1,297.26   | \$ 32.43       | \$ 48.65         | \$ 324.31       | \$ 4,216.09           | \$ 71,673.57  |
| Sergeant                  | \$ 1,499.04   | \$ 37.48       | \$ 56.21         | \$ 374.76       | \$ 4,871.88           | \$ 82,821.90  |
| Sergeant 5yr              | \$ 1,511.66   | \$ 37.79       | \$ 56.69         | \$ 377.91       | \$ 4,912.89           | \$ 83,519.21  |
| Lieutenant                | \$ 1,733.13   | \$ 43.33       | \$ 64.99         | \$ 433.28       | \$ 5,632.66           | \$ 95,755.25  |
| Lieutenant 5yr            | \$ 1,747.75   | \$ 43.69       | \$ 65.54         | \$ 436.94       | \$ 5,680.18           | \$ 96,563.05  |
| Captain                   | \$ 2,004.67   | \$ 50.12       | \$ 75.17         | \$ 501.17       | \$ 6,515.17           | \$ 110,757.81 |
| Captain 5yr               | \$ 2,021.62   | \$ 50.54       | \$ 75.81         | \$ 505.41       | \$ 6,570.27           | \$ 111,894.51 |

Firearms Qualification Pay = \$36.03

# Police Pay Rates

## Effective 1/1/16 - Attachment B

| Day            | Weekly Pay  | Hourly Rate | Overtime Rate | Holiday Rate | Annual Holiday Pay | Annual Pay    |
|----------------|-------------|-------------|---------------|--------------|--------------------|---------------|
| Step 1         | \$ 1,005.69 | \$ 25.14    | \$ 37.71      | \$ 251.42    | \$ 3,268.50        | \$ 55,564.56  |
| Det 1yr - 1%   | \$ 1,015.35 | \$ 25.38    | \$ 38.08      | \$ 253.84    | \$ 3,299.90        | \$ 56,098.25  |
| Det 3yr - 2%   | \$ 1,025.02 | \$ 25.63    | \$ 38.44      | \$ 256.26    | \$ 3,331.33        | \$ 56,632.62  |
| Det 5yr - 3%   | \$ 1,034.68 | \$ 25.87    | \$ 38.80      | \$ 258.67    | \$ 3,362.72        | \$ 57,166.31  |
| Step 2         | \$ 1,093.39 | \$ 27.33    | \$ 41.00      | \$ 273.35    | \$ 3,553.53        | \$ 60,410.00  |
| Det 1yr - 1%   | \$ 1,103.94 | \$ 27.60    | \$ 41.40      | \$ 275.98    | \$ 3,587.80        | \$ 60,942.58  |
| Det 3yr - 2%   | \$ 1,114.47 | \$ 27.86    | \$ 41.79      | \$ 278.62    | \$ 3,622.03        | \$ 61,574.49  |
| Det 5yr - 3%   | \$ 1,125.01 | \$ 28.13    | \$ 42.19      | \$ 281.25    | \$ 3,656.30        | \$ 62,157.07  |
| Step 3         | \$ 1,167.69 | \$ 29.19    | \$ 43.79      | \$ 291.92    | \$ 3,794.99        | \$ 64,514.83  |
| Det 1yr - 1%   | \$ 1,178.97 | \$ 29.47    | \$ 44.21      | \$ 294.74    | \$ 3,831.66        | \$ 65,138.26  |
| Det 3yr - 2%   | \$ 1,190.26 | \$ 29.76    | \$ 44.63      | \$ 297.56    | \$ 3,868.33        | \$ 65,761.68  |
| Det 5yr - 3%   | \$ 1,201.54 | \$ 30.04    | \$ 45.06      | \$ 300.39    | \$ 3,905.01        | \$ 66,385.11  |
| Step 4         | \$ 1,245.73 | \$ 31.14    | \$ 46.71      | \$ 311.43    | \$ 4,048.62        | \$ 68,826.58  |
| Det 1yr - 1%   | \$ 1,257.29 | \$ 31.44    | \$ 47.17      | \$ 314.45    | \$ 4,087.82        | \$ 69,492.86  |
| Det 3yr - 2%   | \$ 1,267.29 | \$ 31.43    | \$ 47.15      | \$ 314.32    | \$ 4,086.19        | \$ 69,465.16  |
| Det 5yr - 3%   | \$ 1,281.92 | \$ 32.05    | \$ 48.07      | \$ 320.48    | \$ 4,166.24        | \$ 70,826.10  |
| Step 5         | \$ 1,349.67 | \$ 33.74    | \$ 50.61      | \$ 337.42    | \$ 4,386.43        | \$ 74,569.33  |
| Det 1yr - 1%   | \$ 1,362.77 | \$ 34.07    | \$ 51.10      | \$ 340.69    | \$ 4,429.01        | \$ 75,293.20  |
| Det 3yr - 2%   | \$ 1,375.87 | \$ 34.40    | \$ 51.60      | \$ 343.97    | \$ 4,471.59        | \$ 76,017.07  |
| Det 5yr - 3%   | \$ 1,388.98 | \$ 34.72    | \$ 52.09      | \$ 347.24    | \$ 4,514.17        | \$ 76,740.94  |
| Sergeant       | \$ 1,559.31 | \$ 38.98    | \$ 58.47      | \$ 389.83    | \$ 5,067.76        | \$ 86,151.92  |
| Det 1yr - 1%   | \$ 1,574.51 | \$ 39.36    | \$ 59.04      | \$ 393.63    | \$ 5,117.15        | \$ 86,991.63  |
| Det 3yr - 2%   | \$ 1,589.71 | \$ 39.74    | \$ 59.61      | \$ 397.43    | \$ 5,166.55        | \$ 87,831.35  |
| Det 5yr - 3%   | \$ 1,604.91 | \$ 40.12    | \$ 60.18      | \$ 401.23    | \$ 5,215.95        | \$ 88,671.07  |
| Sergeant 5yr   | \$ 1,572.42 | \$ 39.31    | \$ 58.97      | \$ 393.11    | \$ 5,110.38        | \$ 86,876.46  |
| Det 1yr - 1%   | \$ 1,587.76 | \$ 39.69    | \$ 59.54      | \$ 396.94    | \$ 5,160.21        | \$ 87,723.54  |
| Det 3yr - 2%   | \$ 1,603.09 | \$ 40.08    | \$ 60.12      | \$ 400.77    | \$ 5,210.04        | \$ 88,570.62  |
| Det 5yr - 3%   | \$ 1,618.42 | \$ 40.46    | \$ 60.69      | \$ 404.60    | \$ 5,259.86        | \$ 89,417.70  |
| Lieutenant     | \$ 1,802.52 | \$ 45.06    | \$ 67.59      | \$ 450.63    | \$ 5,858.20        | \$ 99,589.38  |
| Det 1yr - 1%   | \$ 1,820.16 | \$ 45.50    | \$ 68.26      | \$ 455.04    | \$ 5,915.51        | \$ 100,563.69 |
| Det 3yr - 2%   | \$ 1,837.79 | \$ 45.94    | \$ 68.92      | \$ 459.45    | \$ 5,972.82        | \$ 101,538.01 |
| Det 5yr - 3%   | \$ 1,855.41 | \$ 46.39    | \$ 69.58      | \$ 463.85    | \$ 6,030.10        | \$ 102,511.65 |
| Lieutenant 5yr | \$ 1,817.71 | \$ 45.44    | \$ 68.16      | \$ 454.43    | \$ 5,907.55        | \$ 100,428.43 |
| Det 1yr - 1%   | \$ 1,835.49 | \$ 45.89    | \$ 68.83      | \$ 458.87    | \$ 5,965.34        | \$ 101,410.78 |
| Det 3yr - 2%   | \$ 1,853.28 | \$ 46.33    | \$ 69.50      | \$ 463.32    | \$ 6,023.16        | \$ 102,393.79 |
| Det 5yr - 3%   | \$ 1,871.06 | \$ 46.78    | \$ 70.16      | \$ 467.77    | \$ 6,080.95        | \$ 103,376.14 |
| Captain        | \$ 2,084.64 | \$ 52.12    | \$ 78.17      | \$ 521.16    | \$ 6,775.08        | \$ 115,176.36 |
| Det 1yr - 1%   | \$ 2,105.10 | \$ 52.63    | \$ 78.94      | \$ 526.27    | \$ 6,841.57        | \$ 116,306.70 |
| Det 3yr - 2%   | \$ 2,125.55 | \$ 53.14    | \$ 79.71      | \$ 531.39    | \$ 6,908.02        | \$ 117,436.36 |
| Det 5yr - 3%   | \$ 2,146.00 | \$ 53.65    | \$ 80.48      | \$ 536.50    | \$ 6,974.51        | \$ 118,566.70 |
| Captain 5yr    | \$ 2,102.25 | \$ 52.56    | \$ 78.83      | \$ 525.66    | \$ 6,832.31        | \$ 116,149.33 |
| Det 1yr - 1%   | \$ 2,122.88 | \$ 53.07    | \$ 79.61      | \$ 530.72    | \$ 6,899.36        | \$ 117,289.04 |
| Det 3yr - 2%   | \$ 2,143.51 | \$ 53.59    | \$ 80.38      | \$ 535.88    | \$ 6,966.40        | \$ 118,428.75 |
| Det 5yr - 3%   | \$ 2,164.14 | \$ 54.10    | \$ 81.16      | \$ 541.03    | \$ 7,033.44        | \$ 119,568.46 |

| Day            | Weekly Pay  | Hourly Rate | Overtime Rate | Holiday Rate | Annual Holiday Pay | Annual Pay    |
|----------------|-------------|-------------|---------------|--------------|--------------------|---------------|
| Step 1         | \$ 1,047.60 | \$ 26.19    | \$ 39.28      | \$ 261.90    | \$ 3,404.69        | \$ 57,879.75  |
| Det 1yr - 1%   | \$ 1,057.66 | \$ 26.44    | \$ 39.66      | \$ 264.41    | \$ 3,437.39        | \$ 58,435.68  |
| Det 3yr - 2%   | \$ 1,067.73 | \$ 26.69    | \$ 40.04      | \$ 266.93    | \$ 3,470.14        | \$ 58,992.31  |
| Det 5yr - 3%   | \$ 1,077.80 | \$ 26.94    | \$ 40.42      | \$ 269.45    | \$ 3,502.84        | \$ 59,548.24  |
| Step 2         | \$ 1,138.95 | \$ 28.47    | \$ 42.71      | \$ 284.74    | \$ 3,701.59        | \$ 62,927.08  |
| Det 1yr - 1%   | \$ 1,149.94 | \$ 28.75    | \$ 43.12      | \$ 287.48    | \$ 3,737.29        | \$ 63,533.94  |
| Det 3yr - 2%   | \$ 1,160.91 | \$ 29.02    | \$ 43.53      | \$ 290.23    | \$ 3,772.95        | \$ 64,140.09  |
| Det 5yr - 3%   | \$ 1,171.89 | \$ 29.30    | \$ 43.95      | \$ 292.97    | \$ 3,808.64        | \$ 64,746.94  |
| Step 3         | \$ 1,216.34 | \$ 30.41    | \$ 45.61      | \$ 304.09    | \$ 3,953.11        | \$ 67,202.95  |
| Det 1yr - 1%   | \$ 1,228.10 | \$ 30.70    | \$ 46.05      | \$ 307.02    | \$ 3,991.31        | \$ 67,852.35  |
| Det 3yr - 2%   | \$ 1,239.85 | \$ 31.00    | \$ 46.49      | \$ 309.96    | \$ 4,029.51        | \$ 68,501.75  |
| Det 5yr - 3%   | \$ 1,251.60 | \$ 31.29    | \$ 46.94      | \$ 312.90    | \$ 4,067.72        | \$ 69,151.16  |
| Step 4         | \$ 1,297.64 | \$ 32.44    | \$ 48.66      | \$ 324.41    | \$ 4,217.31        | \$ 71,694.35  |
| Det 1yr - 1%   | \$ 1,310.20 | \$ 32.75    | \$ 49.13      | \$ 327.55    | \$ 4,258.14        | \$ 72,388.40  |
| Det 3yr - 2%   | \$ 1,309.68 | \$ 32.74    | \$ 49.11      | \$ 327.42    | \$ 4,256.44        | \$ 72,359.54  |
| Det 5yr - 3%   | \$ 1,335.33 | \$ 33.38    | \$ 50.08      | \$ 333.83    | \$ 4,339.83        | \$ 73,777.18  |
| Step 5         | \$ 1,405.91 | \$ 35.15    | \$ 52.72      | \$ 351.48    | \$ 4,569.20        | \$ 77,676.38  |
| Det 1yr - 1%   | \$ 1,419.56 | \$ 35.49    | \$ 53.23      | \$ 354.89    | \$ 4,613.55        | \$ 78,430.41  |
| Det 3yr - 2%   | \$ 1,433.20 | \$ 35.83    | \$ 53.75      | \$ 358.30    | \$ 4,657.91        | \$ 79,184.45  |
| Det 5yr - 3%   | \$ 1,446.85 | \$ 36.17    | \$ 54.26      | \$ 361.71    | \$ 4,702.26        | \$ 79,938.48  |
| Sergeant       | \$ 1,624.28 | \$ 40.61    | \$ 60.91      | \$ 406.07    | \$ 5,278.92        | \$ 89,741.58  |
| Det 1yr - 1%   | \$ 1,640.11 | \$ 41.00    | \$ 61.50      | \$ 410.03    | \$ 5,330.37        | \$ 90,616.28  |
| Det 3yr - 2%   | \$ 1,655.95 | \$ 41.40    | \$ 62.10      | \$ 413.99    | \$ 5,381.82        | \$ 91,490.99  |
| Det 5yr - 3%   | \$ 1,671.78 | \$ 41.79    | \$ 62.69      | \$ 417.94    | \$ 5,433.28        | \$ 92,365.69  |
| Sergeant 5yr   | \$ 1,637.94 | \$ 40.95    | \$ 61.42      | \$ 409.49    | \$ 5,323.31        | \$ 90,496.31  |
| Det 1yr - 1%   | \$ 1,653.91 | \$ 41.35    | \$ 62.02      | \$ 413.48    | \$ 5,375.22        | \$ 91,371.69  |
| Det 3yr - 2%   | \$ 1,669.88 | \$ 41.75    | \$ 62.62      | \$ 417.47    | \$ 5,427.12        | \$ 92,261.06  |
| Det 5yr - 3%   | \$ 1,685.85 | \$ 42.15    | \$ 63.22      | \$ 421.46    | \$ 5,479.03        | \$ 93,143.44  |
| Lieutenant     | \$ 1,877.63 | \$ 46.94    | \$ 70.41      | \$ 469.41    | \$ 6,102.29        | \$ 103,738.94 |
| Det 1yr - 1%   | \$ 1,896.00 | \$ 47.40    | \$ 71.10      | \$ 474.00    | \$ 6,161.99        | \$ 104,753.85 |
| Det 3yr - 2%   | \$ 1,914.37 | \$ 47.86    | \$ 71.79      | \$ 478.59    | \$ 6,221.69        | \$ 105,768.76 |
| Det 5yr - 3%   | \$ 1,932.72 | \$ 48.32    | \$ 72.48      | \$ 483.18    | \$ 6,281.35        | \$ 106,782.97 |
| Lieutenant 5yr | \$ 1,893.45 | \$ 47.34    | \$ 71.00      | \$ 473.36    | \$ 6,153.70        | \$ 104,612.95 |
| Det 1yr - 1%   | \$ 1,911.97 | \$ 47.80    | \$ 71.70      | \$ 477.99    | \$ 6,213.90        | \$ 105,636.23 |
| Det 3yr - 2%   | \$ 1,930.50 | \$ 48.26    | \$ 72.39      | \$ 482.63    | \$ 6,274.13        | \$ 106,660.20 |
| Det 5yr - 3%   | \$ 1,949.02 | \$ 48.73    | \$ 73.09      | \$ 487.26    | \$ 6,334.32        | \$ 107,683.48 |
| Captain        | \$ 2,171.50 | \$ 54.29    | \$ 81.43      | \$ 542.88    | \$ 7,057.38        | \$ 119,975.38 |
| Det 1yr - 1%   | \$ 2,192.81 | \$ 54.82    | \$ 82.23      | \$ 548.20    | \$ 7,126.64        | \$ 121,152.81 |
| Det 3yr - 2%   | \$ 2,214.11 | \$ 55.35    | \$ 83.03      | \$ 553.53    | \$ 7,195.86        | \$ 122,329.54 |
| Det 5yr - 3%   | \$ 2,235.42 | \$ 55.89    | \$ 83.83      | \$ 558.86    | \$ 7,265.12        | \$ 123,506.98 |
| Captain 5yr    | \$ 2,189.84 | \$ 54.75    | \$ 82.12      | \$ 547.46    | \$ 7,116.99        | \$ 120,988.89 |
| Det 1yr - 1%   | \$ 2,211.33 | \$ 55.28    | \$ 82.92      | \$ 552.83    | \$ 7,186.83        | \$ 122,176.09 |
| Det 3yr - 2%   | \$ 2,232.82 | \$ 55.82    | \$ 83.73      | \$ 558.20    | \$ 7,256.66        | \$ 123,363.28 |
| Det 5yr - 3%   | \$ 2,254.31 | \$ 56.36    | \$ 84.54      | \$ 563.58    | \$ 7,326.50        | \$ 124,550.48 |

| Night<br>Bachelor's +20% | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|--------------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1                   | \$ 1,054.02   | \$ 26.35       | \$ 39.53         | \$ 263.50       | \$ 3,425.55           | \$ 58,234.37  |
| Step 2                   | \$ 1,146.10   | \$ 28.65       | \$ 42.98         | \$ 286.53       | \$ 3,724.84           | \$ 63,322.22  |
| Step 3                   | \$ 1,224.11   | \$ 30.60       | \$ 45.90         | \$ 306.03       | \$ 3,978.35           | \$ 67,631.96  |
| Step 4                   | \$ 1,306.05   | \$ 32.65       | \$ 48.98         | \$ 326.51       | \$ 4,244.67           | \$ 72,159.33  |
| Step 5                   | \$ 1,415.19   | \$ 35.38       | \$ 53.07         | \$ 353.80       | \$ 4,599.37           | \$ 78,189.35  |
| Sergeant                 | \$ 1,635.32   | \$ 40.88       | \$ 61.32         | \$ 408.83       | \$ 5,314.77           | \$ 90,351.17  |
| Sergeant 5yr             | \$ 1,649.08   | \$ 41.23       | \$ 61.84         | \$ 412.27       | \$ 5,369.52           | \$ 91,111.87  |
| Lieutenant               | \$ 1,890.68   | \$ 47.27       | \$ 70.90         | \$ 472.67       | \$ 6,144.72           | \$ 104,460.27 |
| Lieutenant 5yr           | \$ 1,906.63   | \$ 47.67       | \$ 71.50         | \$ 476.66       | \$ 6,196.56           | \$ 105,341.50 |
| Captain                  | \$ 2,186.91   | \$ 54.67       | \$ 82.01         | \$ 546.73       | \$ 7,107.45           | \$ 120,826.70 |
| Captain 5yr              | \$ 2,205.40   | \$ 55.14       | \$ 82.70         | \$ 551.35       | \$ 7,167.56           | \$ 121,848.55 |

Firearms Qualification Pay = \$39.31

| Night<br>Master's +25% | Weekly<br>Pay | Hourly<br>Rate | Overtime<br>Rate | Holiday<br>Rate | Annual<br>Holiday Pay | Annual Pay    |
|------------------------|---------------|----------------|------------------|-----------------|-----------------------|---------------|
| Step 1                 | \$ 1,097.93   | \$ 27.45       | \$ 41.17         | \$ 274.48       | \$ 3,568.28           | \$ 60,660.81  |
| Step 2                 | \$ 1,193.86   | \$ 29.85       | \$ 44.77         | \$ 298.46       | \$ 3,880.04           | \$ 65,960.65  |
| Step 3                 | \$ 1,275.11   | \$ 31.88       | \$ 47.82         | \$ 318.78       | \$ 4,144.12           | \$ 70,449.96  |
| Step 4                 | \$ 1,360.47   | \$ 34.01       | \$ 51.02         | \$ 340.12       | \$ 4,421.53           | \$ 75,165.97  |
| Step 5                 | \$ 1,474.16   | \$ 36.85       | \$ 55.28         | \$ 368.54       | \$ 4,791.01           | \$ 81,447.24  |
| Sergeant               | \$ 1,703.45   | \$ 42.59       | \$ 63.88         | \$ 425.86       | \$ 5,536.22           | \$ 94,115.80  |
| Sergeant 5yr           | \$ 1,717.80   | \$ 42.94       | \$ 64.42         | \$ 429.45       | \$ 5,582.83           | \$ 94,908.19  |
| Lieutenant             | \$ 1,969.46   | \$ 49.24       | \$ 73.85         | \$ 492.37       | \$ 6,400.75           | \$ 108,812.78 |
| Lieutenant 5yr         | \$ 1,986.08   | \$ 49.66       | \$ 74.48         | \$ 496.52       | \$ 6,454.75           | \$ 109,730.73 |
| Captain                | \$ 2,278.03   | \$ 56.95       | \$ 85.43         | \$ 569.51       | \$ 7,403.60           | \$ 125,861.14 |
| Captain 5yr            | \$ 2,297.30   | \$ 57.43       | \$ 86.15         | \$ 574.32       | \$ 7,466.21           | \$ 126,925.58 |

Firearms Qualification Pay = \$40.95