

AGREEMENT BETWEEN

CITY OF NEW BEDFORD

AND THE

NEW BEDFORD POLICE UNION

EFFECTIVE

07/01/12 - 06/30/15

PREAMBLE

The following Contract, effective July 1, 2012 by and between the City of New Bedford (hereinafter called the City) and the New Bedford Police Union (hereinafter called the Union) is designed to maintain and promote a harmonious relationship between the City of New Bedford and the employees covered by this Contract, in order that more efficient and progressive public service may be rendered.

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ARTICLE 1
RECOGNITION AND BARGAINING UNIT

The City hereby recognizes the New Bedford Police Union as the exclusive representative and bargaining agent for the Bargaining Unit determined and certified by the Commonwealth of Massachusetts, Labor Relations Commission in Case No. MCR-986 as follows:

It is hereby certified that the New Bedford Police Union has been selected by a majority of the employees in the appropriate Bargaining Unit, set forth with the Commission's approval of an Agreement for Consent Election as their representative for the purposes of collective bargaining. Pursuant to Massachusetts General Laws Chapter 150E of the Law, the New Bedford Police Union is the exclusive representative of such employees; hereinafter set forth of the City of New Bedford for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment. The Bargaining Unit shall consist of all Police Officers in the New Bedford Police Department including the ranks of Patrol Officer, Sergeant, Lieutenant and Captain, but excluding the Chief of Police, Deputy Chiefs of Police, all Civilian Employees, Police Cadets and Detention Attendants.

ARTICLE 2
PAYROLL DEDUCTIONS

The City shall deduct weekly Union dues and initiation fees, including those in the arrears, from the earned wages of each employee in such amount as determined by the Union, provided that no such deduction shall be made from any police officer's wages except when authorized by the police officer on an appropriate form, a copy of which must be submitted to the City. Such authorization shall be for the life of the Contract and shall be continued thereafter if a Contract exists between the City and the Union. It is understood that up to two (2) payroll periods may be required for new and changed deductions.

It shall be a condition of employment that on or after the thirtieth day following employment in the Bargaining Unit, or the effective date of this Agreement, whichever is the latter; each member of the Bargaining Unit shall pay to the Union an Agency Service Fee which shall be paid weekly and shall reflect the cost of Collective Bargaining and Contract administration as provided for in Massachusetts General Laws Chapter 150E.

The Union shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of any action taken by the City in reliance upon payroll deduction authorization card submitted to the City or for any action taken by the City to enforce the Agency Service Fee.

The City shall open two (2) additional payroll deduction spots designated for term life insurance and insurance investments for union members that choose to enroll. The City shall deduct weekly any costs associated with the term life insurance and insurance investments, provided that no such deduction shall be made from any police officer's wages except when authorized by the police officer on an appropriate form, a copy of which must be submitted to the City. It shall be the sole responsibility of the Union to provide for any such term life insurance and insurance investment opportunities.

ARTICLE 3 **BULLETIN BOARDS**

The City shall permit the use of a Bulletin Board located in each of the Police Stations by the Union and also the use of the Department computer system for the posting of official union notices, concerning Union business and activities. The City shall establish an account within the Department computer system in order for members of the bargaining unit to use as a swap/trade or sell site.

ARTICLE 4 **DEATH LEAVE**

In the event of the death of the father, mother, husband, wife or child of a police officer, said police officer will be granted four (4) working days leave with pay. In the event of the death of the brother, sister, grandchild, grandparent father-in-law, mothers-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, stepchild or stepparent of a police officer, said police officer will be granted three (3) working days leave with pay.

One (1) day leave of absences will be authorized for the death of an aunt or uncle of either the police officer or the police officer's spouse, or the grandparent or grandchild of an employee's spouse.

An officer out on death leave will not be allowed to work extra paid details during that time period, but will not lose his/her place on the rotation list.

Funeral Leave with pay shall not be charged to sick leave or vacation pay. It is agreed that Funeral Leave shall be taken within five (5) working days of the date of the funeral or memorial service.

ARTICLE 5 **PERSONAL LEAVE**

Effective July 1, 2006, police officers shall be allowed annually forty (40) hours personal leave in any combination of day and night tours or parts thereof, not to exceed in total hours taken each year, forty (40) hours as personal leave with pay and without benefit loss. Police officers appointed on or after January 1, but prior to March 1 of a calendar year shall be entitled to forty (40) hours of personal leave; police officers appointed on or after March 1, but prior to May 1 of a calendar year shall be entitled to thirty-two (32) hours of personal leave; police officers appointed on or after May 1, but prior to July 1 of a calendar year shall be entitled to twenty-four (24) hours of personal leave; police officers appointed on or after July 1, but prior to September 1 of a

calendar year shall be entitled to sixteen (16) hours of personal leave; police officers appointed on or after September 1, but prior to November 1 of a calendar year shall be entitled to eight (8) hours of personal leave; and police officers appointed on or after November 1 of a calendar year shall not be entitled to personal leave during the calendar year of their appointment.

Police officers must provide the department with no more than thirty (30) days nor less than twenty four (24) hours notice of their intention to take personal leave unless in an emergency or other situations such notice cannot be given. In the event of an emergency or other situation in which twenty-four (24) hours notice cannot be given, the employee requesting such leave shall provide notice in writing of the reason for such leave. In non-emergency situations, police officers shall not be required to provide the Department with reasons for personal leave. Effective upon the signing of this Agreement, members of the Bargaining Unit who exercise their personal leave privileges under this article shall do so for a period of not less than four (4) hours.

Personal leave will only be granted provided that the minimum number of police personnel as outlined in Article 34 shall be available on each tour of duty.

No member of the Bargaining Unit may use personal leave for purposes of working on any private employment.

Any unused Personal Leave at the end of a calendar year shall be converted to sick time and carried over to the following year.

ARTICLE 6 **SPECIAL LEAVE**

Each police officer shall be granted special leave with pay for a day or days on which he/she is able to secure another employee to work in his/her place, provided:

- A. Such substitution does not impose any additional cost on the City.
- B. Such substitution is within rank only as spelled out below:
 - Patrol Officer for Patrol Officer
 - Sergeants for Sergeants and Lieutenants.
 - Lieutenants for Lieutenants, Sergeants and Captains.
 - Captains for Captains and Lieutenants
- C. The Officer in Charge of the Division in which the substitution shall take place be notified in writing not less than one (1) day prior to its becoming effective on an appropriate form to be signed by both the regular and the substitute.
- D. The person who has agreed to work will be held responsible in the same manner as if he/she were regularly scheduled to work.

ARTICLE 7 **UNIFORM, CLOTHING, MAINTENANCE AND REPLACEMENT ALLOWANCE**

A. The City shall, upon proper requisitions, supply the members of the Bargaining Unit with buttons, badges, clubs, handcuffs, holsters, pistols, and portable radio belt holder. The Department shall issue SL-20 flashlights or equivalent to all police officers by June 30, 2002. Shoe shining and gun cleaning equipment will be available at each station. The City in addition will provide eight (8) shoulder patches annually at no charge to police officers and an unlimited supply of shoulder patches will be available to police officers at their expense. The City shall provide Sergeants eight (8) sets of chevrons upon promotion. The City shall provide Lieutenants and Captains four (4) sets of shoulder pins/bars upon promotion. The City shall provide portable radios to all officers; however, the City shall not be required to provide immediate replacement of such radio if it becomes inoperable. The City's obligation under this paragraph is conditioned upon the police officer's handling the equipment for which replacement is required with reasonable care.

B. Each police officer in the Bargaining Unit will be allowed clothing, maintenance and replacement allowance: effective July 1, 2007 - \$1000.00 per year payable quarterly. New police officers hired will be entitled to one half of the annual clothing, maintenance and replacement allowance after completion of six (6) months of service. If the probationary police officer fails to complete his/her probationary period, he/she will return all uniforms and equipment to the City that were paid for by the City.

C. Each police officer in the Bargaining Unit will have held for him and made available upon request, 100 rounds of ammunition annually.

D. No police officer shall be entitled to clothing allowance for any calendar quarter in which he/she was on leave of absence or sick for the entire quarter.

E. If uniforms, clothing or equipment of the police officer are lost or damaged in the line of duty without fault of his/her own, such uniforms, clothing or equipment shall be replaced by the City at its sole cost and expense and this replacement shall be supplemental to the provisions for uniforms, clothing and equipment as set out above. In order to have said uniforms, clothing and equipment replaced, the police officer must file a report during the next working tour of duty following the one in which he/she alleges it was lost or damaged in the line of duty without fault of his/her own and if he/she is physically unable to file said report during the next working tour of duty, he/she will file it as soon thereafter as he/she is physically able to do so.

ARTICLE 8 **EXTRA PAID DETAILS**

The following provisions shall govern the assignment of Extra Paid Details to Police Officers where the Paid Detail is to be paid for by a City Department, a Governmental Body, Outside Individual, Group, Corporation or Organization.

1. At any public function there shall be a requirement for one (1) Police Officer for every two hundred fifty (250) people and at anytime where there are three (3) or more Police Officers on special duty, there will be a requirement for a Police Sergeant. When there are ten (10) or more

Police Officers on an extra paid detail, there will be a requirement for one (1) Sergeant and one (1) senior officer. When there are fifteen (15) or more Police Officers on an extra paid detail there shall be a minimum requirement of one (1) senior officer and two (2) Sergeants assigned. At all soccer games there will be a minimum of two (2) Police Officers who will be required. Any establishment who requests a Police Officer where liquor is served, there will be a minimum requirement of two (2) Police Officers. Additional Police Officers will be assigned when in the opinion of the Chief of Police or his/her designee there is a need.

2. Whenever a street opening or traffic obstruction occurs in the City Streets or on highways within the City, the requirement shall exist for an extra paid detail.

A. Where the City is doing work on its own such as the D.P.W., or the Water Department, there will be no requirement for an extra paid detail.

B. Where a private contractor is performing work under contract with the City of New Bedford on a main thoroughfare, opens the street or obstructs traffic, the City reserves the right to close main thoroughfares. If the City closes a main thoroughfare under these circumstances and the Chief of Police or his/her designee determines there is a need for a paid detail officer, the contractor who is performing work under contract with the City shall be required to hire a paid detail officer to reroute traffic around the closed main thoroughfare.

C. The final determination as to when a Police officer is required on a paid detail shall be determined by the Chief of Police or his/her designee.

3. The Union shall hold an annual election to fill the position of full time extra paid detail officer. The Union shall submit the name of the top vote receiver in the Union who has submitted his/her name to the membership and been elected as the Extra Paid Detail Officer. The Chief of the Department shall fill the position of Extra Paid Detail Officer by appointing the person submitted to him. The Detail officer shall administer his/her assignment at Police Headquarters and he/she shall make all such extra paid detail assignments from one (1) citywide list. This one (1) citywide list will cover all extra paid detail assignments for all Police Stations. The Extra Paid Detail Officer who has not been re-elected shall return to his/her previous assignment when he/she is leaving the Paid Detail Officer assignment and shall be subject to Article 9, Section 5. The Paid Detail Officer shall be prohibited from working any extra paid details and in lieu of his/her exclusion from working paid details, effective July 1, 2007 said Paid Detail Officer shall receive compensation in the amount of three quarters (3/4) of one (1%) percent of the weekly payroll of details handled by his/her office totaling \$1.00 to \$1,999,999.99. Said detail officer shall receive (1%) of the weekly payroll of details handled by his/her office totaling \$2,000,000.00 plus. The City shall make payment of the above-mentioned amount, to the Paid Detail Officer out of the ten (10%) percent Administrative Fee, which the City adds to all extra paid detail billings. The Detail Officer shall receive payment of his/her fee on a monthly basis to be paid on the last pay day of the month. It is agreed that a member of the department higher than the rank of Sergeant as described above shall not hold the Paid Detail Officer. It is specifically agreed that the Paid Detail Officer works under the supervision and direct control of the Chief of Police.

It is further agreed that the City will by this provision, add to the Police Department one civilian clerk whose sole duty and responsibility will be to work with the Paid Detail Officer in the administration of this provision.

It is further agreed that the City shall have installed in the Extra Paid Detail Office a new automatic dialing phone system and the installation and yearly expense of maintaining the phone system shall be paid by the City out of the ten (10%) percent administrative fee which the City adds to all extra paid detail billings.

If the Extra Paid Detail Officer is absent because of sickness, injury, vacation, personal leave or extra ordinary days off, it is agreed that an official of the Union will replace him for the term of his/her absence.

If the Extra Paid Detail Officer is absent for a period of time in excess of three (3) months, then the parties agree that the provisions of Article 8, Paragraph 3 will be implemented for a replacement.

4. The City shall maintain a record of all such Extra Paid Detail assignments and said record will include an indication as to the number of Details offered to members of the Bargaining Unit and a record of their acceptance or refusal and further, an indication of their voluntary or disciplinary removals or suspensions from the Detail List. Said records will be Photostated by a representative of the Union and posted on a monthly basis in all stations. No Officer or other person shall accept any such assignment unless the Chief or his/her representative makes the same.

Any officer who donates his/her services without pay, as an extra paid detail officer shall not lose his/her turn on the regular paid detail rotation. The volunteer work must be reported to the Paid Detail Officer and the volunteering police officer must abide by all the paid detail rules of this article. Billing and assigning shall be done in the usual fashion, but the bill will reflect the volunteer time.

Officers shall not be allowed to make up lost work opportunities.

5. All members of the Police Department will sign a card indicating their availability to work Extra Paid Details. There will be no so-called permanent details established. (Extra paid details shall be distributed equally among all members of the Department.) Officers carried as "Injured On Duty" pursuant to M.G.L. Ch. 41, Sec. 111F and the provisions of Article 39 - Injured On Duty Billings, shall not be allowed to perform any extra paid details while so designated.

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

- A. The police officer's lack of performance on a paid detail.
- B. Failure of the police officer to arrive on time for a paid detail.
- C. Procuring and/or soliciting permanent paid details by a police officer.
- D. When a police officer refuses ten (10) consecutive paid detail opportunities. (Excluding last minute details.)

- E. When a police officer cancels more than two (2) details within twelve (12) hours within three (3) consecutive months.

Any violation: a thirty (30) day removal from the active file, but this thirty (30) day suspension from the detail list will not be considered departmental suspension and will not be placed in the Officer's personnel jacket.

Prior to any suspension being served a police officer shall have the right to appeal his/her suspension to the Union Officers and Executive Board. The Union Officers and Executive Board shall hear all appeals forthwith and shall rule as to whether or not the suspension is to be upheld. The Union Officers and Executive Board shall report their findings to the Chief of Police. The results of said findings are binding upon both the police officer and the Chief of Police and no further appeals or grievances may be pursued.

There shall be only one (1) acceptable excuse for refusal of a paid detail assignment and that is working. Examples of working are as follows;

- A. Working a regular assigned Police Department Shift.
- B. A required Court appearance, as outlined in Article 12.
- C. Police officers participating in a meeting or drill of the Department Tactical Patrol Force, Special Reaction Team, Dive Team, Honor Guard & K-9.
- D. Union business leave.
- E. Attendance at Municipal Police Training Committee for no more than ten (10) days as per Article 16 of the CBA.
- F. When police officers are working an overtime shift

7. When a police officer has previously refused a paid detail for which he/she was called or paged and is called or paged again for a paid detail during the same hours on the same date he/she will not receive a second refusal.

8. No such assignments of any type shall be made until the person or organization requesting the service has agreed to pay the following rates:

9. Effective July 1, 2008, officers appearing in court are ineligible for paid details while being compensated for the first four hours unless authorized by the Chief of Police or his designee.

A. Effective January 1, 2014 all police officers shall receive the rate of time and one half per hour of a top step patrol officer (step 5 day officer), with no educational incentive with a minimum of four (4) hours per detail. Any time worked after four (4) hours will guarantee a minimum of two (2) additional hours at the hourly detail rate. Any time worked after six (6) hours will guarantee a minimum of two (2) additional hours at the hourly detail rate. Any time worked after eight (8) hours will guarantee a minimum of two additional hours at the hourly detail rate. Any time worked after ten (10) hours will guarantee a minimum of two (2) additional hours at the hourly detail rate. Any time worked after twelve (12) hours will guarantee a minimum of two (2) additional hours at the hourly detail rate. This rate shall be implemented January 1, 2014 and the parties agree that there will be no retroactive pay for details performed between the effective date

and the implementation date. When a police officer is assigned to work a detail for a private contractor or sub-contractor performing work under contract with the City of New Bedford the rate shall be the same as the private rate for contractors. Any portion in excess of eight (8) hours (including the two-hour guarantee) will be paid at time and one half the hourly detail rate for the police officer, provided the first eight (8) hours are actually worked by the officer and do not include the two-hour minimum guarantee for working more than six (6) hours.

B. All police officers shall receive the rate of time and one-half times the hourly rate of his or her compensation with a minimum of four (4) hours per detail when a police officer is working for the City of New Bedford's Department of Public Infrastructure or any other type of road construction work being performed by employees of the City of New Bedford. Police Officers who work in excess of four (4) hours of work for the City of New Bedford shall be paid as follows:

Five minutes (5) to twenty-nine (29) minutes: one half (1/2) hour's pay

Thirty (30) minutes to one (1) hour: One (1) hour's pay

C Assignment of paid details on Sundays and Holidays shall carry a minimum of four (4) hours per detail. Assignment of paid details where the police officer works for the City of New Bedford's Department of Public Infrastructure or any other type of road construction being performed by employees of the City of New Bedford on Sundays and Holidays shall carry a minimum of four (4) hours per detail.

D. All ranking officers working in the capacity of a Sergeant in charge of a paid detail shall receive the rate of time and one half of a day Sergeant with no educational incentives.

E. All ranking officers working in the capacity of a Lieutenant in charge of paid details shall receive the rate of time and one half of a day Lieutenant with no educational incentives.

F. All ranking officers working in the capacity of a Captain in charge of a paid detail shall receive the rate of time and one half of a day Captain with no educational incentives.

G. No such assignments shall be made to Auxiliary Policemen, Special Policemen or any other person.

H. The City will supply the Chief or his/her representative copies of all street-opening permits issued by the City.

I. Persons who hire paid details must provide the employee with a two (2) hour notice when canceling the detail or pay the officer for a four (4) hour minimum at the paid detail rate. Persons directed to have a detail by the Paid Detail Officer who has determined that they are attempting to circumvent the requirement thereafter will be required to pay hour for hour from the beginning of the work day until such time as the Paid Detail Officer directs them to have a detail and then each hour thereafter but no less than eight (8) hours.

10. All payments for extra paid details will be made directly to the City Treasurer on bills submitted by the Department to an outside organization, corporation, group or individual unless

otherwise authorized by the Chief of Police. Payments to police officers shall be made no later than two (2) weeks from the date the extra paid detail is worked by the police officer. No employee shall work an extra paid detail for an outside organization, corporation, group or individual who fails to make a prompt payment upon bills submitted by the Department and is declared by the Chief or his/her representative to be in arrears. The Chief or his/her representative may make a determination that certain vendors who hire paid detail officers will be required to pay cash on the night of the event.

11. No police officers shall receive payment directly for an extra paid detail and those employees who have so received payment will be subject to Paragraph eight (8) as noted above.

12. Mutual Aid – The City will agree to execute mutual paid detail agreements with other communities in which the City will assume responsibility for IOD claims under M.G.L. c. 41, §111F.

ARTICLE 9 **WORK RELIEFS AND SENIORITY**

1. Assignment to Reliefs. There shall be an annual bid for all uniform patrol positions subject to the Chief determining number for each platoon. The annual bid shall occur in September, and in any event, shall be completed prior to the vacation selection process and said annual bid shall take effect the first Sunday in January the following year. The Union shall conduct the bid process.

When an opening occurs on the Day or Night Relief of the Uniform Patrol Division, the Senior Police Officer within the rank in any Division within the Department on any relief, who requests the same in writing, shall be assigned to fill the vacancy, provided, however, any assignment to a motorcycle, the Officer must qualify to obtain the position. The vacancy shall be posted in a conspicuous place for at least five (5) days prior to the filling of the opening. The posting shall state the Relief and the Station involved. Officers on vacation or leave of absence or otherwise absent during the posting period, shall be given notice by mail. Except for transfers to motorcycle or Traffic Division or to a Non-Uniform Branch, no police officer shall be transferred to a relief except in accordance with the foregoing procedure. Assignments within the relief shall be made by the Commanding Officer of the Division.

2. A permanent opening is defined as that set of facts created by retirement, death, resignation, discharge, promotion or transfer to a non-uniformed division or bureau or special assignment. A temporary opening is defined as that set of facts created from an absence in excess of ninety (90) days resulting from sickness, injury or leave of absence. A person who bids and is awarded a temporary opening does so with the understanding that he/she or she must return to his/her original assignment if the person that created the temporary opening returns to duty. Persons who are absent because of injured on duty, prolonged illness or leave of absence will be eligible to bid on all openings provided they will be required to report for the opening within forty-five (45) days of the award of the bid.

3. For the purposes of this Bargaining Agreement, seniority for Police Officers shall mean the date of employment as a "regular full-time" Police Officer and any breaks in service shall be

determined in accordance with Massachusetts Civil Service Law (Chapter 31, Section 33); in the case of a tie, the relative standing on the Massachusetts Civil Service List shall be determinative of priority. Seniority in higher ranks means the date of appointment to the particular rank; in the case of a tie, priority shall be determined by the date of appointment to the next lower rank.

4. Notwithstanding any other provisions in this Agreement, all police officers with less than three (3) years service shall be assigned to the Uniform Patrol Division, A-Shift, B-Shift and C-Shift. In the event an officer does not apply for a vacancy with three (3) years or more for a special assignment, then an officer with one (1) year or more of service may apply. In the event that a police officer with one (1) year or more of service does not apply for a vacancy then the most junior officer with one (1) year or more of service shall be transferred to the vacancy. If a police officer is involuntarily transferred and a vacancy subsequently occurs in the first, second or third relief, he/she may apply in accordance with Paragraph 1 of this Article.

Newly appointed police officers, during the period of their probation, shall be rotated among each of the three (3) stations in the New Bedford Police Department for training purposes so that they will spend four (4) months assigned in each station.

5. Members of the Bargaining Unit in non-uniformed divisions, bureaus, special assignment, and the Paid Detail Officer may bid on openings on any relief along with members in the Uniformed Patrol Division under Paragraph 1. Members in non-uniformed division, bureaus, special assignments and the Paid Detail Officer who are transferred voluntarily or involuntarily will be assigned to any available opening with the right to bid on any posted opening in accordance with the paragraphs above. In the event that two (2) or more officers are transferred at the same time, seniority will prevail on assignments.

6. All uniformed patrol shifts, at all stations in the Department, are established as so-called "fixed shifts," that is, officers will work the same hours of duty on all working tours without a weekly rotation of hours.

All uniformed patrol shifts, at all stations within the Department, will be posted so members may bid for it. Bids will be awarded by seniority.

7. The Chief of Police may only involuntarily assign or reassign permanently police officers in Uniform Patrol Division to another relief and or to Headquarters, Station 2 and Station 3 for just cause and upon four (4) calendar days notice. If the police officer reassigned requests a review of the reassignment, the Chief of Police will meet with the Executive Board of the Union and if the parties mutually agree, the transfer will stand. If the parties do not mutually agree, the issues of the just cause for the transfer shall be submitted to arbitration. Persons transferred by mutual agreement as described above, will be authorized to exercise their rights under the provisions of section 1 above thereafter, but may only exercise their rights under Section 1 above to their immediate former assignment if there is mutual agreement between the Executive Board of the Union and the Chief of Police.

8. All police officers assigned to specialized units and/or collateral duties shall be assigned at the Chief of Police's discretion. They shall include the following assignments:

Detective Division
OCIB
Traffic Division
Community Policing
K-9 Officer(s)
Administrative Assignment (Includes Research & Development, MIS, CRB,
Administrative Services and Court)
Identification Unit
Juvenile Division
Domestic Violence Unit
Firearms' Division
School Resource Officer(s) (After the initial bid.)
Collateral Duty Assignments

K9 is a special assignment. As such, members' hours of work are within the Chief's discretion, subject to one hour off, per shift, for canine care and maintenance. K9 officers will wear approved K9 uniforms, presently BDU style uniforms. K9 cruisers are marked patrol units, and will receive all of the same equipment as front line cruisers in addition to those specialty items required in a K9 cruiser.

K9 officers shall select vacations independent of minimum manning requirement, however, only one K9 officer, per shift, will be allowed a vacation week at any time. Personal days, K9 training days, Article 26 training days and compensatory days will also be granted independent of minimum manning requirements. Each K9 officer shall receive two training days each month for a patrol certified dog, and/or one training day off for a narcotic certified dog. K9 officers shall be compensated to perform K9 demonstrations as authorized by the Chief or his designee.

The City will continue to provide food and medical care for the canine throughout its life. If a canine is retired or dies due to unforeseen circumstances, the associated K9 officer shall have the option of filling the position with a new K9.

Pursuant to applicable Mutual Aid agreements and requests, New Bedford Police K9 officers will be available to surrounding law enforcement agencies for K9 oriented calls, searches and demonstrations as authorized by the Chief or his designee.

ARTICLE 10 **OVERTIME**

To the extent required by law, if any police officer is required to be on duty for any period in excess of his/her regular tour of duty, he/she may, at his/her option, be given time off equal to one and one-half times the actual overtime performed or he/she shall be paid for such overtime duty at one and one-half times the hourly rate of his/her regular compensation for his/her average weekly hours of regular duty. Overtime assignments, with outside funding posted as "Pay only", will require the officer to receive pay and not exercise their option to receive compensatory time."

Overtime shall be computed to the nearest one-half (½) hour; for example, fifteen (15) minutes or more is treated as one-half hour; less than fifteen (15) minutes is not credited as overtime.

Any police officer that is called into work outside of his/her regular hours shall be paid a minimum of three (3) hours at time and one-half rate. Overtime compensation shall be paid weekly. This section shall not be applicable to Court Time.

Police officers who exercise their option for compensatory time off when they work overtime or attend Court will only be entitled to accumulate a maximum of 480 hours and any overtime or Court Time worked in excess of 480 hours by a police officer, then he/she will be required to be compensated for same in money. No officer will be paid for more than 480 hours compensatory time. Any officer exceeding 480 hours on the date of this agreement will be paid down to the 480-hour limit on or after July 1, 2006.

Police officers will be allowed to use the afore-mentioned compensatory time as long as they provide reasonable notice and as long as their use does not create a manpower shortage as defined in Article 34.

All overtime shall be administered and assigned from Police Headquarters and said assignments will be made from one citywide list. This one citywide list will cover all overtime for all three (3) Police Stations (Police Headquarters, Station 2 and Station 3 and includes Uniformed, Plainclothes and Special Assignments). The Union agrees that the City's "Computer Program" which has been developed for said administration will be used to mechanically carry out this fair and equal distribution.

ARTICLE 11 **POSTING OF SICK LEAVE**

The Department shall maintain a complete record of all overtime and sick leave accumulation and shall make said record available for inspection upon request by a proper representative of the Union. An up-to-date typewritten record of all sick leave accumulation as of the end of the preceding year shall be sent to the Secretary of the Union within the month of January for purposes of posting on the Bulletin Boards.

ARTICLE 12 **COURT TIME**

A. A police officer on duty at night or on vacation, furlough, or on a day off, who attends as a witness or as a party for or on behalf of the Commonwealth or the City in a criminal matter pending in any Court of the Commonwealth, including but not limited to the Housing Court, or before any Grand Jury Proceeding, or as ordered by the Chief or his/her representative to a Conference with a District Attorney or Assistant District Attorney, or at any Pre-Trial Court Conference, or at any other related hearing or proceeding, or who is required by official summons or subpoena on matters which are related to his/her official duties by any City, County, Town, State or Federal Government or any Subdivision or Agency of any of the foregoing to attend or

appear before any Department, Agency, Board, Commission, Division, Authority, Tribunal or Official of the State or Federal Government, or Subdivision or Agency of either or such Governments, or who attends as a witness or party for or on behalf of the Government of the United States, the Commonwealth or the City in a criminal or other matter pending in a Federal District Court, or before a Federal Grand Jury Proceeding, or a United States Commissioner, or as ordered by the Police Chief or his/her representative to confer with a United States Attorney or Assistant United States Attorney, or at any Federal Court Pre-Trial Conference shall be entitled to and shall receive compensation for all hours in attendance, with an overall minimum of three (3) hours at a time and one-half rate of pay for every hour or fraction thereof during which he/she was in such attendance or appearance. If the time in Court exceeds two (2) hours, the police officer shall receive the three (3) hour minimum, plus the allowed travel time. In no event shall such compensation be less than three (3) hours, such pay being on a time and one-half basis. No officer will be required to attend probable cause hearings for traffic citations.

Officers shall receive a minimum of four (4) hours at a time of one and one half rate. If the time in Court exceeds two (2) hours, the police officer shall receive the four (4) hour minimum, plus the allowed travel time. In no event shall such compensation be less than four (4) hours, such pay being on a time and one-half basis. No officer will be required to attend probable cause hearings for traffic citations.

B. For purposes of computing said compensation, the straight time hourly rates shall be computed as one-fortieth (1/40) of an employee's regular weekly compensation; provided, however, that if he/she so attends or appears, during any one (1) day, on more than one such occasion, other than an appearance at the Licensing Board, he/she shall be entitled to such additional pay from the time of first such attendance or appearance on such day to the time of last such attendance or appearance on such day, provided, further, that if any such occasion occurs on a holiday which falls on an employee's day off, the employee shall receive the Court pay due or provided for under the provisions of this Agreement in addition to his/her holiday pay.

Subject to the provisions of Article 10 with respect to compensatory time off, a police officer shall, at his/her option, be given time off equal to one and one-half times the actual Court time performed or minimum Court time required as set out above.

A police officer shall receive, in addition to the pay for Court time otherwise provided under this Article, one (1) hours pay on a time and one-half basis as travel time to and from the Fall River and Taunton Courts and actual travel time for appearance in other Courts.

C. It shall be the policy of the City to recommend that any police officer who is required to appear in any Civil Court or Agency Hearing in any matter related to the Police Department or to the performance of his/her duties shall be paid therefore at his/her regular rate of pay in the same manner as in a criminal case. The person at whose request the police officer appears shall make payment under this Paragraph.

D. If a police officer completes his/her Court slip and submits it to the Department by the close of the payroll week, he/she will be paid his/her Court time on the following weekly payroll.

E. Those members of the Bargaining Unit who are directed to report for jury duty will be compensated at their regular rate of pay for said appearance. Provided, however, that any compensation that they receive for said appearance will be refunded to the City.

ARTICLE 13 **HOLIDAYS**

Every member of the Police Department shall receive pay in addition to his/her annual salary for each of the following holidays:

New Year's Day, Martin Luther King Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Christmas.

Half-Holidays: Good Friday, the day before Thanksgiving Day, the day before Christmas and the day before New Year's Day.

The additional pay for holidays provided in this Article shall be paid whether or not the member performs any duties of his/her position on said holidays; holiday pay shall be computed to be one-fourth (1/4) of the member's regular weekly salary; and similarly paid but computed to be one eighth (1/8) of the member's regular weekly salary for half holidays.

Payment of holiday pay shall be conditioned on the Police officer working the tours before a scheduled holiday, the holiday, and the tour following the holiday, if scheduled to work. Officers on extended sick leave, IOD or other prior authorized leave shall be excluded from this provision. For purposes of this section, sick leave shall not be considered authorized leave. Extended sick leave shall be defined as sick leave, which exceeds four consecutive days in which a doctor's verification of a police officer's condition has been received and deemed satisfactory to the City.

Any officer that is scheduled to work Christmas day shall receive eight (8) hours of personal leave to be used in the following calendar year providing that officers follows the stipulations listed in Article 5.

ARTICLE 14 **PROTECTION OF WORK OPPORTUNITY**

The City of New Bedford or the Chief of Police, under no circumstances shall hire, or engage any person, persons or flaggers, whether paid or not, for Police duty, other than a regular member of the Police Department.

This Article is not to affect the Park Police doing their regular work, or Lifeguards, or the hiring of civilians for school crossings. Compliance with the Civil Defense Act shall not be construed as a violation of this Article.

Effective July 1, 1998, the City shall be entitled to civilianize the Department's communications/dispatch operations.

ARTICLE 15
SHOULDER PATCH

The City shall be responsible and require all Uniformed Special Police to wear shoulder patches with the words "Special Police" in letters not less than one (1) inch in height. If an ordinance in similar terms is enacted, this provision shall be void.

ARTICLE 16
RESIDENCE OF POLICE OFFICERS

Police Officers employed prior to August 1, 1978 shall reside within fifteen (15) miles of the limits of the City of New Bedford in Massachusetts. Said distance shall be measured from the closest border limits of the City of New Bedford to the closest border limits to the City or Town in which said Police Officer resides.

Police Officers employed on or after August 1, 1978 shall reside within the City of New Bedford, Massachusetts during their first four (4) years of employment.

ARTICLE 17
UNION BUSINESS LEAVE

Section 1. Police officers have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to join and assist the Union. The freedom of employees to assist the Union shall be recognized as extending to participation in the management of the Union and acting for the Union in the capacity of a Union Officer, or Representative, or otherwise, and including the right to present Union views and positions to the public, to officials of the City and Department, to members of the City Council of the City of New Bedford and of the General Court, or to any other appropriate authority or official.

Without limiting the foregoing, the City agrees that it shall not aid, promote or finance any labor group or organization purporting to engage in collective bargaining or make any agreement with any such group or organization, which would violate any rights of the Union under this Agreement or the law. Further, no representative, department official, or agent of the City shall:

1. Interfere with, restrain, or coerce employees in the exercise of their right to join or refrain from joining the Union.
2. Interfere with the formation, existence, operation or administration of the Union.
3. Discriminate in regard to employment or conditions of employment in order to encourage or discourage membership in the Union.
4. Discriminate against an employee because he/she has given testimony or taken part in any grievance procedures, or other hearings, negotiations or conferences for or in behalf of the Union; or

5. Refuse to meet, negotiate or confer on mandatory subjects of bargaining with police officers or representatives of the Union as set forth in this Bargaining Agreement.

Section 2. The members of the Union Bargaining Committee, not to exceed ten (10) and the President of the Union, shall be granted leave of absence without loss of pay or benefits for each police officer's tour of duty, for all meetings for the purpose of negotiating the terms of a Contract, or supplements thereto.

Section 3. Union Officers and shift representatives shall be permitted to discuss official Union business with employees prior to on-duty roll call or following off-duty roll call.

Section 4. The Union shall provide the Department and keep updated, a list of its Officers and Bargaining Committee members and all of its Shift Representatives.

Section 5. The Chief of Police shall meet with the Union President, Chief Shop Steward and the Union Attorney on a monthly basis to discuss all matters effecting members of the bargaining unit and the City in order to promote a more harmonious relationship between the Union and the City.

Section 6. Union Meetings: Union Officers and Executive Board Members of the Union shall be granted leave from duty with no loss of pay or benefits for attendance at all Union meetings. No more than eleven (11) members, including the President, of the Bargaining Unit shall so serve. There shall be not more than fifteen (15) meetings in one (1) year and not more than three (3) meetings in any one month, which results in any members of the unit receiving pay under this section.

Section 7. Conventions or Conferences: Such Officers and members of the Union, as may be designated by the Union, shall be granted leave without loss of pay or benefits to attend meetings of the Massachusetts Police Association as provided by Massachusetts State Laws. Other reasonable requests for leave shall be granted for Union conventions or conferences in accordance with past practices. Included therein, but not limited thereto; no more than two (2) Officers will be excused to attend the annual convention of the National Association of Police Organizations.

Section 8. Union Business Leave: Members Of the Bargaining Unit shall be granted leave without loss of pay to attend labor seminars, collective bargaining courses duly certified, subject to the discretion of the Chief of Police.

Section 9. The City shall provide the Union with an office separate from the Detail Office for use by Union Officers to conduct Union Business.

Section 10. The President shall be granted an additional ten (10) calendar days leave with pay. The President shall notify the Chief of Police when he/she is to use any or all of the ten (10) calendar days for Union business.

Section 11. The President and Chief Shop Steward shall be granted the day(s) off without loss of pay or benefits for the purpose of the grievance arbitration hearing.

ARTICLE 18
UNION ACTIVITY PROTECTED

Except for the right to strike, which is hereby prohibited, all other Union activities are protected. Nothing shall abridge the right of any duly authorized representative of the Union to communicate with citizens of the community on issues that affect the welfare of its members.

It is further agreed that the Union shall not engage in a strike and the Union shall not induce, encourage, or condone any strike, work stoppage, slowdown or withholding of services by any member of the Bargaining Unit.

ARTICLE 19
DISCIPLINARY ACTION

No permanent police officer shall be removed, dismissed, discharged, suspended or disciplined in any other manner except for just cause. All complaints, whether brought by persons within the department or outside of the department, shall be reduced to writing. A copy of the written complaint shall be provided to counsel for the police officer being investigated and to the President of the Union within forty-eight (48) hours of the police officer's interview in order to fully apprise him/her of the allegations brought by the complainant.

At any hearings, interviews or investigations in which a police officer's job is in jeopardy, he/she will have the right to have an Attorney present on his/her behalf at his/her expense. The Chief of Police may investigate members of the Bargaining Unit, but before a member of the Bargaining Unit is required to write a report to the Chief of Police on any complaint against him by persons in or outside the Police Department, said complaint shall be reduced to writing and the police officer will be supplied the written complaint prior to any report having to be written. There will be no requirement that the Complainant sign the Complaint.

Notwithstanding the foregoing, there will be no Civilian Review Boards in the New Bedford Police Department. If the Police Department convenes a Board of Inquiry, so called, assignment thereto will be equally rotated among Superior Officers, even if such assignment requires the payment of overtime.

At no time will there be any hearing conducted without the police officer present and if he/she so desires his/her Union Representative or his/her Union or personal attorney being present, nor will any such hearing be held until the police officer has been notified prior thereto of all allegations or charges contemplated against him.

Members of the Bargaining Unit will be guaranteed access to their personnel file. They will also be given an opportunity to respond in writing if they so desire to any material maintained as part of their personnel file. No material derogatory to a police officer's conduct, service, character, or personality shall be placed in the files unless the police officer has been previously

notified and given ten (10) working days to review it. A copy of such notice shall be forwarded to the Union when it is provided to the police officer. Such material shall be put in the file only with the police officer's initials signifying that he/she has reviewed it or a statement signed by the Chief or Deputy Chief that the police officer was notified and did not request to review it or refused to initial it. A police officer's initials on such material shall merely signify that he/she has reviewed it and does not necessarily indicate agreement with its contents. No material pertaining to the conduct, service, character, or personality of a police officer that is not substantiated shall be placed in a police officer's file.

ARTICLE 20 **HEALTH & LIFE INSURANCE**

The City shall provide health insurance coverage, individual or family plan for each member of the Bargaining Unit. The City shall make weekly deductions of the employee's share of the premium. The City's contribution shall be seventy-five (75%) percent and the employee's share of the premium shall be twenty-five (25%) percent. The City will provide a rider to the health insurance policy to cover children of employees who are students and who are nineteen (19) to twenty three (23) years of age.

The City will provide seventy-five (75%) percent of the cost of a ten thousand (\$10,000) dollar life insurance policy for each member of the bargaining unit. In addition the City will allow employees to purchase additional life insurance in multiples of five thousand (\$5,000) dollars up to a maximum of twenty thousand (\$20,000) dollars. The City shall make weekly deduction of the employee's share of the premium.

Effective July 1, 1995, the City will provide seventy- five (75%) percent of the cost of a twenty thousand (\$20,000) dollar life insurance policy for each member of the Bargaining Unit. In addition, the City will allow employees to purchase additional life insurance in multiples of five thousand (\$5,000) dollars up to a maximum of twenty thousand (\$20,000) dollars. The City shall make weekly deductions of the employee's share of the premium.

Officers may at their expense purchase dental and vision coverage. The City agrees that it will provide payroll deduction for the employee's payment of these two types of coverage.

ARTICLE 21 **HOURS OF WORK**

Section 1. The regular hours of work of the three (3) reliefs shall be as follows:

8 A.M. to 4 P.M.
4 P.M. to 12 A.M.
12 A.M. to 8 A.M.
Fourth Relief when necessary.

In case of emergency circumstances, the City as to all or part of a relief may vary these hours.

Section 2. Each of the three (3) reliefs shall be divided by the Chief of Police into six (6) groups for purposes of days off so that each group will work four (4) consecutive days and thereafter be off for two (2) consecutive days in a continuous rotating basis.

Section 3. All evening shifts are established as so-called "fixed shifts" and officers will work the same hours of duty on all working tours.

Section 4. Officers shall be excused from work on all reliefs when properly relieved.

Section 5. In accordance with the American Arbitration Association Award of January 7, 1985, (Arbitrator James S. Cooper) the following Department Police Positions shall be worked on a five (5) and two (2) basis. These positions shall be worked on a five (5) consecutive day basis (Monday to Friday) and shall be off for two (2) consecutive days (Saturday and Sunday). As of the grievance date of April 18, 1984, any officers in positions, other than those which have been working a five (5) and two (2) schedule, shall not be scheduled except in accordance with Article 21, Section 2.

- 3 - Police Positions - Traffic Division
- 3 - Police Positions - Administrative Services' Division
 - 1- Police Position - Administrative Services' Office
 - 1- Police Position - Record Room
 - 1- Police Position - Paid Detail Office
- 2 -Police Positions - Court
- 2 - Police Positions - Bristol County Third District Court
- 2 - Police Positions - Firearms' Division
 - 1 - Police Position - Treasurer's Office, City Hall
 - 1 - Police Position - Parking Garage, Elm Street
 - 1 - Police Position - Public Relations Office
- 2- Police Positions - Research & Development Division
- 5- Police Positions - Captains, Uniform Patrol Division
 - 1 - Police Position - Commanding Officer, Detective Division, Days
 - 1 - Police Position - Commanding Officer, Juvenile Division
 - 1 - Police Position - Police Garage
- 23- Police Positions Total

It is agreed that in addition to the above Police positions, there will be sixteen (16) so-called "Floating Police Positions". These positions will work a 5 and 2 work schedule or a 4 and 2 work schedule at the direction of the Chief of Police.

Section 6. It is agreed that there will be four police officers per relief at each station who will be so-called "Early Men". These positions will be one (1) patrol supervisor, one (1) desk officer and two (2) patrol officers. These police officers shall report to work one-half (½) hour prior to the regular shift starting time and shall complete their tour of duty one-half (½) hour prior to the regular shift ending time.

Section 7. COMMUNITY POLICE

A. All police officers assigned to the Community Policing Unit will work a four (4) and two (2) work schedule in accordance with the provisions of Article 21, Section 2. This provision will not preclude assignment of officers consistent with the provisions of Article 21, Section 5 above.

B. All police officers assigned to the Community Policing Unit shall work a regular eight (8) hour schedule as determined by the Commanding Officer. Provided however that work schedules will be posted on a week-by-week basis.

C. The City may modify the areas of assignment and/or the number of Superior Officers and/or the number of police officers assigned to the Community Policing Program.

D. The City agrees that it will consult with the Union when and if it proposes to make changes in working conditions in the Community Police Program.

E. Persons will be assigned to the Community Policing Unit in accordance with the provisions of Article 9, Work Relief's and Seniority. If a member of the Bargaining Unit bids in accordance therewith, he/she will be required to stay with the assignment for one (1) year. If a member of the Bargaining Unit is involuntarily assigned in accordance with the terms and conditions therewith, they will not be required to stay the full year.

F. Members of the Community Policing Unit shall wear the regular New Bedford Police Uniform. The Commanding Officer may permit officers to be attired in clothing other than regular uniforms consistent with their duties assigned such as athletic programs, outings and drug enforcement.

G. Overtime performed by the Community Policing Unit will have the amount of their overtime hours recorded and added to the regular overtime list.

H. Those members of the Community Policing Unit and only those members that work nights, shall be paid a night differential in accordance with the provisions of Article 23.

I. It is agreed that members of the Bargaining Unit who are assigned to the Community Policing Unit will not be counted or affect the terms and conditions of Article 34, Minimum Police Personnel.

J. It is agreed that members of the Community Policing Unit may be required to handle regularly dispatched police calls in their assigned areas in their normal course of duty, if available.

Section 8. School Resource Officer

A. No more than Ten (10) police officers

B. The initial bid shall be open to all police officers regardless of present assignment. After the initial bid is completed, bidding shall be in accordance with the current bargaining agreement regarding special assignments.

- C. Police officers work schedule shall be five and two (5 and 2) during the school year, which will include any school programs in the summer months. They also shall be assigned to a five and two (5 and 2) schedule for the purpose of certification and re-certification.
- D. Hours of work shall be established either 7:00AM to 3:00PM or 8:00AM to 4:00PM. Any hours of work, worked outside the established hours of work, shall be compensated and recorded according to Article 10.
- E. Police officers selected shall have a one-year commitment and be able to bid on any uniform patrol opening at the close of the school year.
- F. Police officers shall wear full uniform while performing their duties. In the event that special attire is required for specific school events, then the Department shall purchase that equipment and clothing.
- G. Police officers shall be provided with an office, or office space, and telephone, computer access or laptop.
- H. On New Bedford School Department professional days, the police officer assigned to the respective school shall be granted a career enhancement day, which will not be counted under Article 26.
- I. Police officers may elect to use their winter vacations during the summer period if they elect to use their winter vacations during the winter months, then said vacations must be taken during school vacations unless agreed upon by the commanding officer.
- J. Assigned police officers, when not utilized in their School Resource Officer capacity, will be assigned to serve as Community Police Officers. Police officers that are assigned to schools that are closed during the summer shall be assigned to the respective stations where their schools are located during the day shift.
- K. Assignments to a specific school will be by seniority of police officers selected as School Resource Officer. Prior to accepting the position, the police officer shall be notified as to which school assignment he/she has been given and allowed to withdraw from said assignment if they choose.

Section 9. Background Investigations.

- A. Whenever there is a requirement that background investigations are to be conducted on police officer applicants, police cadets and civilian police dispatchers the Chief of Police may assign up to five (5) police officers to conduct said investigations.
- B. No police officer exceeding the rank of sergeant may be assigned to conduct background investigations.

- C. Police officers assigned to conduct background investigations shall work a five and two (5 & 2) work schedule, Monday through Friday from 8:00 a.m.-4:00 p.m.
- D. Police officers assigned to conduct background investigations may be assigned up to ninety (90) days to conduct said background investigations. Further extensions may be granted to the police officer assigned to conduct background investigations so he/she can conclude the background investigations he/she has been previously assigned. If an extension is required the Chief of Police shall contact the Union President. As a rule police officers assigned to conduct background investigations should not exceed one hundred (100) days doing so.
- E. Police officers with less than three years of service shall not be assigned to conduct background investigations unless no one with three years of service applies.
- F. Police officers assigned to conduct background investigations shall be returned to their previous assignment after completing the background investigations assigned.
- G. Police officers assigned to conduct background investigations shall be allowed to bid on any available opening or special assignment that is posted. If the police officer wins the bid or is selected for a special assignment he/she shall be transferred to that assignment after completing the background investigations he/she has been assigned to conduct.
- H. Police officers assigned to conduct background investigations shall maintain the vacations that they have previously selected even if it occurs while they are assigned to conduct background investigations.

ARTICLE 22 VACATIONS

Section 1. Each police officer who has more than six (6) months but less than five (5) years of service as of December 31st of the calendar year shall receive ten working days of vacation with pay during the calendar year. Each police officer who has five (5) or more, but less than ten (10) years of service as of December 31st of the calendar year shall receive fifteen working days of vacation with pay during that calendar year. Each police officer who has ten (10) or more years of service as of December 31st of the calendar year shall receive twenty (20) working days of vacation with pay during the calendar year. Effective January 1, 2006, each police officer who has twenty (20) or more years of service as of December 31st of the calendar year shall receive twenty-seven (27) working days of vacation with pay during the calendar year. A police officer who has twenty (20) or more years of service may take his/her vacation to which he/she becomes eligible after twenty (20) years of service only after the initial round of vacations has been scheduled for all members of the Bargaining Unit in the winter, notwithstanding the provisions of Section 4 and in the summer period if there is an opening available during this period under the vacation schedule issued by the Chief as described in Section 4 below. Effective January 1, 2006 each police officer who has twenty five (25) or more years of service as of December 31st of the calendar year shall receive twenty-eight (28) working days of vacation with pay during the calendar year. The parties agree that officers who receive more than twenty days of vacation may take their vacation days that exceed day twenty as full individual days and that said

individual days shall be subject to the minimum manning language expressed in Article 34. Effective January 1, 2006 each police officer who has thirty (30) or more years of service as of December 31st of the calendar year shall receive thirty (30) working days of vacation with pay during the calendar year. The parties agree that officers who receive more than twenty days of vacation may take their vacation days that exceed day twenty as full individual days and shall take their vacation days in excess of twenty-five (25) working days as said individual days, which shall be subject to the minimum manning language expressed in Article 34.

As of December 31 of the calendar year, years of service for vacation purposes shall be computed by the length of service of a permanent police officer from the first day of his/her employment in the New Bedford Police Department, including the probationary period served for such employment, and including service in any other municipal department of the City of New Bedford or State service with the Commonwealth of Massachusetts, but not to include temporary or seasonal employment in accordance with the New Bedford City Code, Section 5-217 and 5-220.

Section 2. A police officer that is on the Police Department payroll at any time during a calendar year shall not lose his/her vacation or vacation pay for said calendar year if incapacitated because of any injury or illness. In such cases, his/her vacation pay, if not previously paid, shall be transmitted to him or his/her estate with his/her last pay check due in any calendar year, provided that in no instance shall any employee receive pay for more than fifty-two (52) weeks in any one (1) calendar year.

Section 3. Vacation arranged after the date of execution hereof for each police officer shall start on a Monday, unless otherwise arranged by mutual agreement.

Section 4. Vacations shall be scheduled by the Chief and assigned in accordance with seniority preference by the Division Commanding Officer. Vacation periods shall be scheduled by the Chief so as to provide adequate staffing of Patrol Officers and Ranking and Superior Officers. Patrol Officers, Sergeants, Lieutenants and Captains will select vacation within their respective divisions, platoons or special units. Notwithstanding the previous sentence, vacation period for ranking officers in Central Booking/Communications shall be selected with the Patrol Division Station 1.

No more than one (1) Ranking or Superior Officer in each station on the day relief may be permitted to take vacation leave at the same period.

Ranking or Superior Officers on the first and third (night relief's) will select vacations in their respective platoons but no more than one (1) ranking or superior officer from uniform patrol nights per platoon at each station may be permitted leave for vacation during the same period. In the event voluntary agreement between ranking or superior officers over conflicting periods of vacation cannot be reached, 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 day.

ARTICLE 23
WAGES

See Appendix A.

Rank Differential

Sergeant 16% above Patrol Officer's maximum base salary.
After five (5) years in rank – 17% above Patrol Officer's maximum base rate.
Lieutenant 16% above Sergeant's base differential.
After five (5) years in rank – 17% above Sergeant's base differential.
Captain 16% above Lieutenant's base differential.
After five (5) years in rank – 17% above Lieutenant's base differential.

Night Differential

All police officers who are assigned to work hours in the night tours of duty shall receive a night differential in the amount of five percent (5%) applied to officers actual pay grade.

Firearm Qualification Pay

All sworn personnel shall receive a weekly amount for qualification under the Municipal Police Training Committee Firearm Qualification Course. Said amount shall be considered as base pay for all purposes including but not limited to overtime, pension, holiday pay, education pay but shall not be figured for rank differential and night differential. Weekly amounts for Firearm Qualification Pay are reflected in Appendix A.

Detective Differential

Effective July 1, 2007 officers who are assigned as detectives (except officers assigned to the narcotics division or detectives receiving a night differential) shall receive the following differential which shall be considered as base pay for all purposes including but not limited to overtime, pension, holiday pay, education pay but shall not be figured for rank differential:

1-3 years at Detective – 1%
3-5 years at Detective – 2%
5-7 years at Detective – 3%

Officers who have previously been assigned to the Detective Division and are again assigned to the Detective Division shall have his/her prior service as a Detective restored along with his/her previous differential.

ARTICLE 24
LEAVES OF ABSENCE

Chapter 31, Section 46 of the General Laws, shall govern leaves of absence.

ARTICLE 25
HEALTH AND SAFETY

A Safety Committee of three (3) members of the Union shall meet with the Chief of the Department at least once every month to discuss and make recommendations for improvement of the general health and safety of the employees.

The City shall continue to provide safe equipment and material for the health and safety of its Police Officers. Helmets and riot sticks are to be kept by the Department for issuance to each member of the Department as necessary. Twenty-four (24) pairs of fluorescent jackets and gloves shall be furnished. The City shall supply tear gas aerosols and suitable cases to all police officers. The City shall supply ten (10) bulletproof vests in each station as well as riot helmets and Massachusetts General Laws, Chapters 90 and 263-278 with supplements. The City shall also provide flares and first aid kits in all police cruisers. In addition to the foregoing, the City shall provide ten (10) additional bulletproof vests and ten (10) additional riot helmets at the Center Station. To the extent that there are additional bullet proof vests and riot helmets over and above the numbers set out above, they will be equally divided between Station 2 and Station 3.

Gloves and germicidal soap shall be provided in the holding areas of each station for the handling of all prisoners.

All marked patrol units shall be equipped with a shotgun rack and shotgun inside the passenger compartment of the unit.

ARTICLE 26
TRAINING PROGRAM

The City shall provide a regular in-service training program for all police officers designed to improve the quality of Police protection in the City. If instruction is required outside of a police officer's regularly scheduled working hours, the Chief may reschedule a police officer's work schedule on days off for purposes of in-service training only for a period of ten (10) work days in any one (1) year provided however that the following conditions apply.

A. Police Officers attending these training classes may do so in civilian attire including jeans, unless the Municipal Police Training Committee at a regional training academy mandates other requirements.

B. Training for these ten (10) work days will be done in the local geographical area if the training program is available in that area.

The City shall make a provision to provide eight (8) hours of mandatory firearms training per year for each bargaining unit member as part of a regular in-service training program. The City shall also provide information on Massachusetts State Laws and make provisions to supply all bargaining unit members with first aid and C.P.R. training. All hours in excess of ten (10) work days referred to above to be compensated at the rate of time and one-half an officer's regular hourly rate.

Police officers shall be entitled to ten (10) days leave with pay to attend a class or courses conducted by the Municipal Police Training Committee or to other law enforcement-training programs. The Chief as a condition precedent for leave with pay must approve other technical training programs. If a training program is conducted on a day in which a police officer is not scheduled to work, he/she will be granted compensatory time subject to the maximum limitation of compensatory days as set forth in Article 10. The Chief may, at his/her option, provide police officers with transportation or reimburse a police officer for travel at the rate of twenty cents per mile for attendance at such training programs. This shall not apply to subjects credited to police education under Article 32 subject to the provisions as set out in Article 34. If a police officer attending a class and due to minimum manpower requirements, the police officer must work, he/she will be granted eight (8) hours compensatory time.

ARTICLE 27 SICK LEAVE

Under this Agreement, a police officer shall be granted one and one-quarter (1 1/4) days paid sick leave at the beginning of each month, to be used for absence due to illness or accident. The total unused sick leave for an employee may accumulate to an unlimited amount. As of July 1, 2007, at retirement, police officers shall be paid for unused sick leave days to their credit up to a maximum of two hundred and fifty (250) days as follows: from seventy-five (75) to one hundred and eighty (180) accumulated sick leave days at the rate of fifty (\$50.00) Dollars per day; from one hundred and eighty one (181) to two hundred and twenty (220) of accumulated sick leave days shall be compensated at the rate of seventy (\$70.00) Dollars per day; from two hundred and twenty one (221) to two hundred and fifty (250) of accumulated sick leave days shall be compensated at the rate of seventy-five (\$75.00) Dollars per day. Police officers with seventy four (74) or less of accumulated sick leave days shall receive no sick leave pay. Ranking police officers shall be paid for such excess days at a rate per day equivalent to the rank differential that they receive.

The Chief may request a doctor's verification of a police officer's condition satisfactory to the City Physician. Medical certification will not be required to substantiate requests for approval of sick leave for three (3) days or less. A doctor's verification of illness may be required by the Chief regardless of duration in cases of frequent use of sick leave or when a pattern of sick leave use indicates a potential abuse of sick leave privileges. A requirement for a medical certification and substantiation of an absence due to claimed illness regardless of duration will not be invoked without first advising the police officer of his/her 'or her questionable sick leave record and give him or her the opportunity to improve over the next sixty (60) days. If there is no improvement the police officer shall be advised in writing that all future requests for sick leave must be supported by medical certificate as a condition of payment for the next sixty (60) days. Expenses, if any, resulting from verification will be the responsibility of the employee. Sick leave

abuse or misuse could be cause for disciplinary action, which could lead to suspension or termination, subject to the provisions of M.G.L. c.31.

Examples of frequent use of sick leave privileges include, but are not limited, to the following:

- a. Use of one or more sick days per month for a majority of months in a calendar year.
- b. Use of sick leave continuously on a certain day or night reliefs for a majority of months in a calendar year.
- c. Use of sick leave repeatedly on holidays or tours of duty that may fall on a weekend.
- d. After obtaining maximum accumulation a significant change in the past police officer's use of sick leave prior to attaining maximum accumulation.

Notwithstanding the examples of sick leave use described herein, any such sick leave supported by medical evidence shall not be deemed to be an abuse of sick leave.

If a police officer who is not a "sick leave abuser" and is suffering from a prolonged illness and runs out of accumulated unused sick leave, then, and only then, fellow employees may contribute one or more of their accumulated unused sick leave days to that employee.

It is agreed that whenever a female police officer becomes pregnant, she shall furnish the Chief of Police with a certificate from her physician stating the approximate date of her delivery. She may continue to work so long as her physician certifies that she is able to do so, provided that the Chief of Police does not find her work performance is impaired. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom are, for all job related purposes, temporary disabilities and should be treated as such under the sick leave provisions of this Agreement. Sick leave policy shall be applied to disability due to pregnancy or childbirth on the same terms and conditions as they are applied to other disabilities provided that nothing in this Article shall restrict a female police officer from requesting leave of absence without pay under the provisions of Massachusetts General Law, Chapter 31. It is further agreed that those female members of the Department who are pregnant and request inside work after the second trimester, will be accommodated and the Chief of Police will transfer said police officer to any position in any work schedule consistent with this work assignment.

The following is a Sick Leave Incentive Program agreed upon between the parties. Said program shall begin and end November 15 of each year and compensation shall be at the full rate in a lump sum on the last paycheck in November. No Officer shall be eligible for sick leave incentive if he/she has served less than six (6) months prior to November 15 of any given year. If an Officer has served more than six (6) months, but less than one (1) year, then the incentive pay shall be paid in the same pro-rated percentage of three hundred dollars (\$300) as the amount of time served. Those members of the Bargaining Unit who use no sick leave days for twelve (12) months will receive an incentive payment of three hundred dollars (\$300.). Those members of the Bargaining Unit who use one (1) sick leave day for twelve (12) months will receive an incentive payment of two hundred fifty dollars (\$250.). Those members of the Bargaining Unit who use two (2) sick leave days for twelve (12) months, will receive an incentive pay of two hundred dollars

(\$200.). Those members of the Bargaining Unit who use three (3) sick leave days for twelve (12) months will receive an incentive payment of one hundred fifty dollars (\$150.). Those members of the Bargaining Unit who use four (4) sick leave days for twelve (12) months will receive an incentive payment of one hundred dollars (\$100.). Those members of the Bargaining Unit who use five (5) sick leave days for twelve (12) months will receive an incentive payment of fifty dollars (\$50.). Those members of the Bargaining Unit who use in excess of five (5) sick leave days for twelve (12) months will receive no compensation.

ARTICLE 28 **GRIEVANCE PROCEDURE**

Any grievance or dispute that may arise between the parties with regard to the application, meaning or interpretation of this Agreement shall be settled in the following manner.

STEP 1. The police officer and/or the Union Steward may first present grievances to the Superior Officer involved, and an earnest effort shall be made to adjust the grievance in an informal manner. The aggrieved police officer may communicate with his/her Steward over the telephone or other available means to advise him of the grievance. The Officer in Charge may, on request, permit the employee and/or the Steward to be excused for a reasonable period from their regular duty without loss of pay for the purpose of a meeting to discuss the grievance. Grievances under this Step shall be presented to the employer's representative within thirty (30) days of when the occurrence of the event could have reasonably been discovered. Union Officers and Stewards may enter any stations of the Department at any reasonable time for such purposes, provided they give notice of their presence immediately upon arrival to the person in charge.

STEP 2. If the grievance is not resolved in Step 1 or if the Superior officer fails to meet with the grievant and/or Steward, the grievance shall be then reduced in writing on the form which is attached hereto and made a part hereof by the Union and presented to the Chief of Police within seven (7) days from the receipt of the Step 1 answer, exclusive of Saturdays, Sundays and Holidays. The Chief, or in his/her absence the Deputy Chief of Police, shall meet with the Grievance Committee within seventy-two (72) hours from the time the grievance is presented to him and he/she shall answer the grievance in writing within five (5) calendar days after the meeting.

STEP 3. If the grievance is not resolved in Step 2 or if the Chief or his/her Deputy fail to meet within the time allowed, the Grievance Committee may refer the complaint to the Mayor or his/her representative within five (5) days from the receipt of the Step 2 answer, exclusive of Saturdays, Sundays and Holidays. The Mayor or his/her representative shall meet with the Grievance Committee within five (5) days exclusive of Saturdays, Sundays and Holidays to discuss the grievance, and will answer the grievance in writing within five (5) calendar days after the meeting ends.

STEP 4. If the grievance is not adjusted satisfactorily in Step 3, or if the Mayor or his/her representative fail to meet within the time allowed, and if the grievance involves a dispute concerning the interpretation or application of the terms of this Agreement, it may thereafter be submitted within forty-five (45) days to the American Arbitration Association for arbitration in

accordance with its rules. The parties hereto shall share equally in the cost of the arbitration proceeding.

All grievances beyond Step 1 shall be presented in writing through the steps of the Grievance and Arbitration Procedure and shall state in reasonable detail the nature of the grievance and the remedy requested.

The dispute as stated in the request for arbitration shall constitute the sole and entire subject matter to be heard by the Arbitrator unless the parties agree to modify the scope of the hearings. The Award of an Arbitrator shall be final and binding upon the parties covered in this Agreement.

Any dispute arising between any employees and the employer, which is submitted as a grievance for resolution under this Agreement, shall not be arbitral under any section of this Agreement if such dispute or grievance is a suitable matter for submission to the Massachusetts Civil Service Commission unless the employee, in writing, waived his/her rights of Civil Service. It is agreed that the losing party shall pay for the arbitrator's fee.

Any of the time limits outlined in this Agreement may be changed at any time by mutual agreement of the parties.

The members of the Union's Grievance Committee, not to exceed three (3) and any Union Steward shall not suffer any loss in pay or benefits during the time when they are discussing or processing grievances. There shall be one (1) Steward for each relief at each station and one (1) for employees other than the Uniform Patrol Division and one (1) for the Traffic Division.

ARTICLE 29 **INDEMNIFICATION**

To the extent permitted by law, the City shall hold the police officer harmless from liability to the City or other person arising out of and in the course of the employee's work as a police officer.

The City will purchase insurance to indemnify police officers against any actions taken against them up to the maximum amount of One Million (\$1,000,000) Dollars for each person who brings such an action and Three Million (\$3,000,000) Dollars for each incident in which such actions are brought and with an annual aggregate of Three Million (\$3,000,000) Dollars.

ARTICLE 30 **MANAGEMENT RIGHTS**

(1) This Agreement has not been designed to violate any Federal, State, County, or Municipal Laws nor shall anything in this Agreement be interpreted as diminishing the usual and customary rights and prerogatives of the employer to determine and prescribe the methods and means by which its operation of the Police Department shall be conducted, except as may otherwise be provided in this Agreement.

(2) All job benefits not covered by the Contract and heretofore enjoyed by the employees will continue under the conditions upon which they had previously been granted. This Agreement shall not be construed to deprive employees of any benefits or protections granted by the laws of the Commonwealth of Massachusetts.

(3) No amendment, alteration, modification or variation of the express terms of this Agreement shall be binding upon the parties unless it is reduced to writing and executed by the City and the Union. The failure of the City or the Union to insist, in any one or more situations, upon the specific performance of any of the express terms or provisions of this Agreement shall not constitute a waiver or relinquishment of the rights of the City or the Union to the future performance of any such express term or provision, and the obligations and responsibilities of the City and the Union with respect to such future performance shall continue in full force and effect.

ARTICLE 31 **LONGEVITY**

Section 1. Effective November 2014, each member of the Bargaining Unit will be entitled to the following payments, based on his/her length of service and longevity in the Department. Officers with 10 through 19 years of service as of December 31 of the calendar year will receive \$1,000.00. Officers with 20 through 24 years of service as of December 31 of the calendar year will receive \$1,500.00. Officers with 25 years of service as of December 31 of the calendar year will receive \$2,500.00.

Section 2. The above payment will be paid in a lump sum on the second payday in the month of December of each year. When a change in payment to an officer occurs during the payment year due to an anniversary date of the officer, the rate of payment will be pro-rated at the amounts applicable before and after the anniversary dates. In the event that a police officer who is eligible for the above payment terminates his/her employment or dies, the police officer or their heirs shall receive their full longevity increment for the year of such termination or death.

Section 3. Notwithstanding any of the foregoing, no member of the Bargaining Unit with nine (9) or less years of service shall be eligible for longevity under this Article but police officers with more than nine (9) years of service shall be entitled to receive both education and longevity payments.

Section 4. All police officers shall receive both longevity payments and payments for education under Article 32.

ARTICLE 32 **POLICE EDUCATION**

The City agrees to accept forthwith the provisions of the "Quinn Bill", Massachusetts General Law Chapter 41, Section 108L; provided, however, that the economic entitlement thereunder shall not begin until Fiscal Year 2000 (7/1/99). The City shall only be obligated to pay its proportionate share (50%) of the total entitlement. To this end, if the Commonwealth of Massachusetts fails to reimburse for its full share in a given year, the city's obligation shall be

reduced by the equal dollar amount the following year. The City agrees to process the necessary documents to insure that the economic impact of this provision will be effective in fiscal year 2000.

Regular full time officers hired prior to the date of ratification of this agreement shall be eligible to earn or further accumulate additional credits and shall be eligible to receive 75% of the 10% base salary increase upon attaining an associate's degree in law enforcement or sixty credits earned towards a baccalaureate degree in law enforcement and 75% of the 20% base salary increase upon attaining a baccalaureate degree in law enforcement, and 75% of the 25% base salary increase upon attaining a master's degree in law enforcement or for a degree in law.

Effective July 1, 2014, regular full time officers hired prior to the date of ratification of this agreement shall be eligible to earn or further accumulate additional credits and shall be eligible to receive 85% of the 10% base salary increase upon attaining an associate's degree in law enforcement or sixty credits earned towards a baccalaureate degree in law enforcement, and 85% of the 20% base salary increase upon attaining a baccalaureate degree in law enforcement, and 85% of the 25% base salary increase upon attaining a master's degree in law enforcement or for a degree in law.

Effective June 28, 2015 the career education incentive benefit will increase from 85% to 100%.

The above payments shall be effective on the first pay period following thirty (30) calendar days from execution of the collective bargaining agreement.

Police officers hired after the ratification of this agreement shall be eligible for annual educational payments that will be paid semi-annually commencing on January 1, 2014 as follows:

Associates Degree in Law Enforcement

Police Officer	\$700.00 per year
Sergeant	\$850.00 per year
Lieutenant	\$950.00 per year
Captain	\$1,125.00 per year

Bachelor's Degree in Law Enforcement

Police Officer	\$1,425.00 per year
Sergeant	\$1,625.00 per year
Lieutenant	\$1,900.00 per year
Captain	\$2,200.00 per year

Master's Degree in Law Enforcement or a Law Degree

Police Officer	\$1,750.00 per year
Sergeant	\$2,000.00 per year
Lieutenant	\$2,500.00 per year
Captain	\$2,750.00 per year

The above payments shall not be included in the base pay of the police officer.

Educational credits eligible for the above payments must be for a criminal justice degree or a law degree program from an institution accredited by the Massachusetts Board of Higher Education or the New England Association of Colleges and Secondary Schools and comply with the guidelines and limitations established by the Board or Association.

ARTICLE 33
PAY BASIS

Daily pay under the provisions of this Agreement shall be based on a five (5) day week. Hourly pay shall be based on a forty (40) hour week.

Any police officer that wishes to have his/her paycheck deposited directly into a banking institution of his/her choice may do so by notifying the Payroll Office. The City shall make arrangements for this procedure as soon as possible. No earlier than the week beginning June 29, 2014, employee earnings will be paid bi-weekly on Thursdays and by direct deposit (electronic paycheck in lieu of paper payroll notice when available).

ARTICLE 34
MINIMUM POLICE PERSONNEL

There shall be a citywide minimum staffing level as represented in the chart below. Insofar as deployment is concerned, both desk officers at the district stations shall be considered as part of the minimum staffing level on each shift. There shall be a minimum of five (5) ranking officers on duty throughout the City at all times. One shall be assigned to the Central Booking/Communications. The minimum staffing levels required for patrol officers are:

<u>A-Shift</u>	<u>B-shift</u>	<u>C-Shift</u>
22	17	24

Compensatory time-off and staffing requirements shall be guided by the citywide requirements, and not by any particular staffing level. Accordingly, the need for overtime staffing to meet minimums shall also be guided by this same principle.

Personnel subject to minimum staffing levels will be allowed to use compensatory time, and vacation time taken in individual days as long as they provide not more than thirty (30) days, nor less than one hour notice in accordance with this Agreement and provided that their use of said time does not reduce available staffing levels by one patrol officers above the total of the minimum staffing levels stated in this Article. Personnel subject to minimum staffing levels will be allowed to use personal time as long as they provide not more than seven (7) days nor less than twenty four (24) hours notice in accordance with this agreement and provided that their use of said time does not reduce available staffing levels by one patrol officer above the total of the minimum staffing levels stated in this Article. The request will either be accepted or denied. If the day is accepted, it will be recorded as a projected day off the books. No other person may take the date from the police officer. Notwithstanding the minimum staffing level requirements set forth in this section,

personal leave requested within twenty-four (24) hours of the commencement of a shift will be granted in the event of an emergency, provided the reason for requesting said personal leave is provided to the shift commander at the time the request is made. The City reserves the right to open additional sub-stations. The subject of maintaining police stations has been determined by the Superior Court not to be the subject of collective bargaining. See New Bedford Police Union v. City of New Bedford Superior Court Civil Action 2003-416.

On New Year's Eve the above minimums shall increase as follows:

B-Shift Three (3) Officers
C-Shift Three (3) Officer

The rank shall increase on both B-Shift and C-Shift by one (1) ranking officer.

On New Year's Day the above minimums shall increase as follows:

A-Shift Three (3) Officers

The rank shall increase on the A-Shift by one (1) ranking officer.

Notwithstanding the foregoing, the above referenced "buffer" and time limitations shall not be applied to guaranteed use of compensatory time to extend vacation periods in accordance with the parties' current practice, nor to situations when staffing levels are confirmed to be above the minimum after one hour before the start of any shift.

ARTICLE 35 **COPIES OF ORDERS**

Copies of General Orders, Special Orders and Personnel Orders shall be supplied to the Union upon request and copies of such orders issued subsequent to the effective date of this Agreement shall be supplied to the Union at the time of their issuance.

ARTICLE 36 **EMPLOYEES TO RECEIVE COPIES OF THE CONTRACT**

The City and the Union shall share equally the cost of providing one (1) contract in a form agreed upon by the parties to each present police officer and each newly hired police officer.

ARTICLE 37 **PROMOTION**

The City agrees that it will have a continuous existing list for promotional opportunities in existence at all times. In order to accomplish this, the City agrees that it will call for an exam six (6) months prior to the expiration of an existing list in the various promotional positions so that a new list will be available immediately upon expiration of the old list. All of the above in compliance with Massachusetts General Law Chapter 31.

ARTICLE 38
RULES AND REGULATIONS AND STAFF MEETINGS

It is agreed that there will be four (4) staff meetings per year in which the Chief of the Department will meet with representatives of the Union to discuss any and all matters, which either side submits, prior thereto. It is further agreed that any meetings are not collective bargaining meetings.

Any consideration of proposed implementation of new rules and regulations will be first reviewed and discussed with the Union.

If the City seeks to implement any condition of employment, which is a mandatory subject of collective bargaining, they will be required to comply with the terms and conditions of Massachusetts General Law Chapter 150E.

ARTICLE 39
INJURED ON DUTY BILLINGS

Persons who seek to be reimbursed for hospital, medical, surgical, chiropractic, nursing, pharmaceutical, prosthetic and related expenses and reasonable expenses for chiropody incurred as the natural and proximate result of an accident occurring or undergoing a hazard peculiar to the police position shall submit those bills immediately upon receipt to the Chief of Police who will be required to submit same to the City within thirty (30) days of submission by the police officer for payment by the City, who will determine within that period of time whether or not payment shall be made under Massachusetts General Laws Chapter 41, Sections 100 and 111F.

It is agreed as follows:

1. Any Officer who claims to be injured on duty and seeks to be covered under the provisions of Massachusetts General Laws Chapter 41, Section 111F is required to fill out as expeditiously as possible after the injury, as set out in the New Bedford Police Department's General Orders, an injured on duty report and turn same in for processing to the Chief of Police.
2. Any police officer who makes a claim as set out in Paragraph #1 aforesaid must go to his/her own physician and turn in a report from that physician, providing the Police Department with a diagnosis of his/her injury, a description of the causal relationship of that injury to his/her duty status, and a prognosis concerning that injury as to his/her future ability to return to work. The report from the employee's own physician must be forthwith turned in to the Chief of Police by the injured police officer as set out in New Bedford Police Department General Orders.
3. It is agreed that the City, through the office of the Chief of Police, may have a police officer examined by a physician designated by the City for a determination as to injury and/or incapacity.

4. It is agreed that the determination as to whether or not a police officer is injured on duty will be made by the Chief of Police or his/her designee. The Chief of Police will carry police officers in an "injured on duty" status forthwith unless he/she exercises his/her right to have a police officer examined by a physician designated by the City, when the Chief or his/her designee has determined that the physician's report submitted by the police officer in Paragraph 2 above is not satisfactory to him. If he/she does exercise this right, he/she does not have to make the determination whether or not the police officer will be carried injured on duty until twenty (20) days after the report from that physician has elapsed. Police officers who are ordered to be examined by the Chief of Police will be carried sick pending the receipt of the doctor's evaluation and the Chief's decision.

5. Police officers who are being carried sick and who make application to the New Bedford Retirement Board for an accidental disability retirement, under Massachusetts General Laws Chapter 32, Section 94 will continue to be carried sick, pending the decision by the Retirement's Board Medical Panel as to their incapacity. If the Medical Panel determines that an officer should be retired for an accidental disability, then the parties agree that they will be bound by the decision of the Medical Panel.

6. Police officers who have filed for Disability Retirement under Massachusetts General Laws Chapter 32, Section 94 in and within thirty (30) days of the determination of their condition or as soon as physically possible and are then determined to be retired under accidental disability by the Medical Panel will be carried Injured on Duty under the provisions of M.G.L. Ch.41, Sec. 111F retroactive to the date of the application for retirement and shall be compensated for any sick leave buy back or any other benefits that they are entitled to under the terms and conditions of the Collective Bargaining Agreement between the City of New Bedford and the New Bedford Police Union.

7. Police officers who have a heart or hypertension condition and for whatever reason determine that they are not going to apply for retirement under the provisions of M.G.L. Ch.32, Sec. 94, will be treated in the same status as any other officers under the provisions of M.G.L. Ch.41, Sec. 111F.

8. The parties are in agreement that by signing this document these matters will not be subject to the grievance procedure under the Collective Bargaining Agreement between the City of New Bedford and the New Bedford Police Union.

9. The parties further agree that this Agreement only applies to Officers who seek accidental disability retirement for heart and/or hypertension issues under Massachusetts General Laws Chapter 32, Section 94 and not any other accidental disability retirement.

ARTICLE 40 **CONFIDENTIALITY**

It is agreed that the City of New Bedford will not release the addresses or telephone numbers of members of the Bargaining Unit for any purpose, and specifically, for any purpose related to solicitation.

ARTICLE 41
GUN PERMIT

It is agreed that the City will pay the license to carry firearm renewal expense for each member of the Bargaining Unit.

ARTICLE 42
WORKING OUT OF GRADE

Due to the increased responsibility upon the Commanding Officer at Headquarters on the first and third reliefs, because of the lockup facilities, if the Commanding Officer in the rank of Lieutenant or Captain is absent which requires a Sergeant to assume the duties of Commanding Officer of the relief for the tour of duty, he/she shall receive the rate of pay of a Lieutenant.

At Station 2 and Station 3, if the Commanding Officer first and third reliefs is absent for more than nine (9) consecutive tours of duty, the Sergeant who assumes the duty of the absent Commanding Officer of the relief shall receive the rate of pay of a Lieutenant, beginning with the tenth (10th) tour of duty. Sergeants shall not receive the rate of pay of Lieutenants if the Commanding Officer is on vacation.

ARTICLE 43
DRUG TESTING

Section 1. Purpose.

The purpose of this Article is to protect the integrity of the New Bedford Police Department and maintain public confidence in law enforcement personnel who are responsible for public safety. To this end, the City and the Union agree that the unlawful use of illicit drugs or controlled substances, or the use of alcohol at such times as would impair a police officer's performance of his/her duties is severely detrimental to the integrity of the Department and to overall public confidence in law enforcement, and therefore, shall not be tolerated.

Section 2. Policy.

It is the policy and commitment of the City and the Union to provide an environment within the workplace, which is free from prohibited drugs and alcohol in order to protect the health and safety of employees and the general public. In keeping with this policy, police officers are required to report to work fit for duty and to refrain from activities, which would impair their ability to perform their duties and responsibilities.

The City and the Union recognize that alcohol and substance abuse are considered by many healthcare professionals to be an illness, and encourages their employees and members to voluntarily utilize the City's Employee Assistance Program (EAP) before such abuse affects their job performance.

This policy provides for drug testing for controlled substances by means of urinalysis, as well as breath testing for alcohol. The circumstances under which an individual will be tested for controlled substances and/or alcohol pursuant to this Article are:

- Pre-employment
- Promotions
- Voluntary transfers/assignments to specialized units
- Random
- Reasonable suspicion
- Post-accident
- Return to duty/follow-up testing

All tests for controlled substances and/or alcohol ordered by the City/Department pursuant to this Article shall be at the expense of the City.

Section 3. Prohibited Conduct.

Conduct that is expressly prohibited by this Article includes:

- Reporting for duty with a blood alcohol level of 0.04 or greater.
- Use of alcohol while on duty.
- Possession of alcohol while on duty.
- Use or possession of controlled substances at any time except when said use is pursuant to the specific instructions of a physician who has advised the employee that the substance will not adversely affect the police officer's ability to perform the duties and responsibilities of a police officer.
- Refusal to submit to a required test for controlled substances or alcohol as authorized under this Article, or tampering with samples offered at such a test.

Section 4. Testing Procedures.

In order to protect the privacy of the police officer and the integrity of the testing process, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct police officer, testing for the presence of alcohol and/or controlled substances will be conducted by trained personnel using procedures mandated by the Department of Health and Human Services, and will be conducted in as private a manner as practicable. All records maintained by the City/Department pertaining to such testing shall remain confidential; provided, however, that any such records may be utilized in any legal proceeding in defense of the City/Department.

A. The City agrees that its testing procedures for the presence of controlled substances and/or alcohol shall conform to the following:

- (1). There shall be an established chain of custody procedure for both sample collection and testing that will insure the integrity and identity of each sample and test result.

- (2). A sufficient sample of the same body fluid or material shall be collected to permit an initial screening test, a confirmatory test, and a sufficient amount to be set aside and reserved for later testing if requested by the police officer. In the case of urine testing, it shall be a split sample.
- (3). Collection of all samples shall be conducted in such a manner as to preserve the individual police officer's right to privacy, and insure a high degree of security for the sample and its freedom from adulteration. Police officers shall not be witnessed while submitting a sample; however, additional testing procedures may be implemented to prevent the submission of a fraudulent or adulterated sample.
- (4). All breath tests for alcohol ordered under this Article shall be performed by a United States Department of Transportation (DOT) certified operator, and shall be done on a DOT- certified breath analysis machine.
- (5). All samples that test positive for controlled substances in the initial screening shall be confirmed by gas chromatography, with mass spectrometry or an equivalent scientifically accurate and accepted method that provides quantitative data about drug metabolites.
- (6). Any positive breath alcohol screening test shall be confirmed by a second test administered within twenty (20) minutes, or, at the police officer's option, by a blood test utilizing gas chromatography or an equivalent scientifically accurate and accepted method. Any confirmatory blood test requested by the police officer under this provision shall be conducted at the City's expense.
- (7). All police officers tested for controlled substances and/or alcohol shall have the opportunity to have an additional portion of the sample tested by a licensed testing facility of his/her own choosing; however, such testing shall be done at the police officer's expense.
- (8). All body fluid samples shall undergo an initial screening procedure, followed, if necessary, by a confirmation test. The confirmation procedure shall be technologically different and more sensitive than the initial screening test. An initial positive test result during the screening procedure shall not be considered conclusive; rather, it will be classified as "confirmation pending". Notification to the City/Department of test results shall be withheld until the results of the confirmatory test are obtained. No positive test result shall be reported to the City/Department unless both the initial and confirmatory test results are positive as to the same sample.
- (9). Each police officer who has a confirmed positive test result shall be provided a report by the testing facility indicating the types of tests conducted, the results of each test, the detection level used by the facility and any other information provided to the City/Department concerning the officer's test.

- (10). All samples testing positive shall be maintained for a period of not less than one hundred twenty (120) days, in order to permit additional testing at the election (and expense) of the police officer.
- B. Testing for controlled substances and/or alcohol shall occur in the following situations:
- (1). Pre-Employment. All persons conditionally offered a position with the Department as a police officer shall be required to submit to a test for controlled substances and/or alcohol prior to assuming the duties of the position. In the event an individual either refuses to submit to said test(s), or tests positive, the conditional offer of employment shall be withdrawn.
- (2). Promotions. All police officers eligible for promotion pursuant to M.G.L. Ch. 31 shall be required to submit to a test for controlled substances and/or alcohol prior to the actual selection for promotion. Any police officer that refuses to submit to said test(s) shall be deemed to have voluntarily declined the promotion. Any police officer that tests positive shall be subject to disciplinary action as outlined below.
- (3). Voluntary transfer/assignment to specialized unit. Police officers seeking a transfer and/or assignment to narcotics investigation in "plainclothes", including but not limited to assignments to O.C.I.B., Street Crimes Unit and the Bristol County Drug Force, shall be required to submit to a test for controlled substances and/or alcohol prior to the actual commencement of duties in said unit. Any police officer that refuses to submit to said test(s) shall be deemed to have voluntarily declined the assignment. Any officer who tests positive shall be subject to disciplinary action as outlined below.
- (4). Random. All police officers shall be subject to random testing for controlled substances and/or alcohol. In addition to the testing procedures outlined in subsection A above, the following conditions shall apply to random testing:
- (a) The City will contract with an independent third party to provide random selection services through the use of a computerized random number generator program based upon unique three (3) digit identification numbers developed by the City for the random testing process. The City shall specify the percentage of police officers that are to be tested annually, which shall be no fewer than twenty-five per cent (25%) and no more than fifty per cent (50%), and the number of dates on which the tests are to be conducted (i.e., the number of times per year that random testing shall occur). The random number generator will then select the actual dates, the specific individuals to be tested on each date, and the shift (first, second, or third relief) on which the testing shall begin. In the event that testing begins on the second or third relief, the preceding relief shall be processed on the following day.
- (b) To maintain the security of the selection system, the contractor shall deal exclusively with the Chief of Police, or in his/her absence, the designated Deputy Chief, for purposes of notifying the City of testing dates and individuals selected, verifying and updating the selection pool, and supplemental selection of individuals, if necessary.

(c) When the Department's contact person is notified of a testing date by the selection contractor, he/she shall promptly contact the President of the Union, or such other individual as has been previously designated in writing by the President, to notify the Union of the test date. In the absence of the President or designated alternate, the Department shall attempt to notify the police officers of the Union in descending order of their office. It shall be the obligation of the notified Union representative to promptly come to the office of the Chief of Police (or the office of the Designated Deputy Chief in the event notification is received by that individual) to participate in the verification of the random drug test pool roster, and verification of the selection of police officers to be tested.

(d) Upon the arrival of the Union representative, the Department's contact person shall notify the selection contractor to fax a copy of the existing random drug test pool roster signed by the selection contractor. Upon receipt of the roster from the selection contractor, the Department's contact person, in the presence of the Union representative, shall update and verify the roster, including the random test identification numbers for all police officers. The Department's contact person and the Union representative shall then both sign off on the roster and return it to the selection contractor by fax. The contractor will promptly do the random selection, sign the selection list, and return it to the Department's contact person. The Department's contact person and the Union representative will then check the selection list against the updated roster to insure that all of the numbers selected are on the roster. Within one (1) week after the testing date, the Department shall deliver to the Union executed (i.e., "signed off") copies of the initial roster submitted by the contractor, the updated roster returned by the Department, and the selection list sent by the contractor. All copies of rosters, lists and other related records shall be maintained in secure storage by both parties, allowing access on a strict need-to-know basis.

(5) Reasonable Suspicion.

(a) "Reasonable suspicion" is a belief based on objective facts sufficient to lead a reasonably prudent person to suspect that a police officer is using or is under the influence of a controlled substance and/or alcohol so that the police officer's ability to perform his/her duties is impaired. Reasonable suspicion shall be based on information of objective facts obtained by the Department and the rational inferences, which may be drawn from those facts. The credibility of the sources of information, whether by tip or information, the reliability of the information, the degree of corroboration, the results of the investigation or inquiry and/or other factors shall be weighed in determining the presence or absence of reasonable suspicion.

(b) Review of Directive.

(1) The police officer may initiate a review of the directive by execution of a form, a copy of which is attached hereto and made a part hereof, either accepting the directive or requesting a review of it. Failure to sign the form shall be deemed an implied consent to the test. The police officer must, however, provide a urine sample in the case of suspected use of a controlled substance, or a blood sample in the case of suspected use of alcohol, but it will not be tested until completion of the review. At his/her option, an officer may select

breath testing for suspected alcohol use instead of submitting a blood sample. In such instances, the breath test shall be administered as soon as practicable; however, the results of the breath test shall not be released until the review has been completed. The police officer may, at the time the sample is provided, request that he/she be provided with a non-tested sample.

(2) The review of the Chief's directive must be completed within twenty-four (24) hours of the request for review. The Chief's directive shall be reviewed by a committee of three (3) comprised of either a Deputy Chief or a Captain designated by the Chief, one (1) officer appointed by the Union, and the Director of Public Health or a healthcare professional designated by him. The Chief or the Union shall appoint persons who in each instance are able to comply with the twenty-four (24) hour time constraints for concluding the review.

(3) The review shall be an informal process. The purpose of the review is solely to determine whether or not the Chief has information, which establishes reasonable suspicion to request the drug test. The police officer shall not be a participant in the review by the committee. The committee shall make a decision by majority vote based upon information submitted by the Chief and/or the police officer. During the review the Chief reserves the right to determine the police officers assignment. No discipline may be imposed upon the police officer for violation of department rules or regulations pending receipt of the result of the review of the directive.

(4) If the review committee determines the directive is warranted, the sample will be tested as soon as possible. If the review committee determines the directive is not warranted, the sample shall not be tested and shall be destroyed. The decision of the review committee shall be final and binding and the decision shall not be subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. However, the police officer's individual rights as to grievance and arbitration and/or Massachusetts General Law Chapter 31 are not waived hereby. The result of the test shall be submitted to the Chief and the police officer as outlined in subsection A(9) above.

(6). Post-Accident. All police officers shall be subject to post-accident testing in the event any of the following conditions occur:

(1) The accident results in a fatality.

(2) The accident results in bodily injury to any party requiring medical attention away from the accident scene.

(3) The accident involves damage to any motor vehicle requiring the motor vehicle to be towed from the accident scene.

(4) The accident results in a citation for a moving violation being issued to the police officer.

- (7). Return to duty/follow-up. All officers who are required to participate in a rehabilitation treatment program as a condition of continued employment shall be subject to additional follow-up testing as outlined in Section 5 below.

Section 5. Disciplinary Action for Confirmed Positive Test Results.

A. Illicit/Illegal Controlled Substances. Any police officer testing positive for any illicit/illegal controlled substance shall be terminated.

B. Alcohol or Legal Drugs Other Than Valid Prescription Drugs.

(1). First Positive. The first confirmed positive test result shall be cause for disciplinary action up to and including a thirty (30) day disciplinary suspension. In addition to the suspension, the officer must agree to the following conditions: (1) the police officer shall be mandatorily referred to the City's Employee Assistance Program for evaluation, diagnosis and development of a treatment plan consistent with generally accepted standards; and (2) the officer will be required to cooperate in the treatment plan, undergo unannounced periodic drug and/or alcohol screening for a period of up to 12 months, successfully complete the prescribed treatment, remain free of drug and alcohol use, and sign an agreement consenting to said conditions. The unannounced periodic drug and/or alcohol screening provided for in this paragraph shall be done while the police officer is on duty; provided, however that if the police officer was scheduled to work and has called in sick, s/he may be ordered to undergo such drug and/or alcohol screening at such time at the discretion of the Chief and/or his/her designee. Failure to comply with these conditions of continued employment shall be cause for further discipline, up to and including discharge for the first instance of non-compliance.

(2). Second Positive - During Treatment. If an officer has a first confirmed positive test under the previous subparagraph 1 and enters a treatment program, and thereafter that officer has a subsequent confirmed positive test result while the police officer is in treatment, as a result of unannounced periodic drug and/or alcohol screening, the police officer shall receive a ninety (90) day disciplinary suspension and shall be required to continue in treatment and comply with the other conditions of treatment set forth in the preceding paragraph. The appropriateness of the ninety (90) day disciplinary suspension shall be final and binding on the Union and the police officer, and shall not be subject to the grievance and arbitration procedure.

Any confirmed positive test thereafter, either random, periodic unannounced or reasonable suspicion, while the officer is still in treatment, shall result in the police officer's immediate discharge, which penalty shall be final and binding on the Union and the police officer, and shall not be subject to the grievance and arbitration procedure. The scope of arbitration under this section shall be limited solely to a determination as to whether or not there was a second (or subsequent) confirmed positive test.

(3). Second Positive - Reasonable Suspicion or Random. A police officer who has a first confirmed positive test under paragraph B(1) of this Section and who subsequently has confirmed positive test as a result of either random or reasonable suspicion testing shall be

discharged, which penalty shall be final and binding on the Union and the police officer and the penalty shall not be subject to the grievance and arbitration procedure. Any grievance filed hereunder shall be limited solely to a determination as to whether or not there was a second confirmed positive test.

C. Employment Status. There is no requirement of the part of the City to keep a police officer on active employment status who is receiving treatment under this Section if it is appropriately determined by a physician and/or certified medical or psychological professional either: (a) the police officer's current use of alcohol and/or drugs prevents such individual from performing his/her duties, or (b) his/her continuance on active status would constitute a direct threat to the property or safety of him/herself or to others. Any such police officer removed from active employment status shall be afforded the opportunity to use accumulated paid leave or take an unpaid leave pending treatment.

E. Other Related Discipline. This section shall in no way limit discipline for offenses other than substance abuse, nor shall it limit the discipline to be imposed for selling, purchasing, possessing, using or delivering any illegal drug, which in all instances shall be termination. In cases of misconduct arising out of, related to, or aggravated by alcohol or drug abuse, the discipline imposed shall be based upon the extent, severity, and/or consequences of the misconduct. The refusal of an officer to submit to any test prescribed under this Article shall be deemed to be a confirmed positive test and shall subject the police officer to the level of discipline appropriate to the test.

Section 6. Voluntary Referral. It is specifically agreed that no police officer shall be disciplined or the subject of adverse employment action for the first instance where the police officer notifies the City or the Department that s/he has a problem with legal prescription drug or alcohol use, and voluntarily seeks assistance prior to initiation of an investigation of suspected drug or alcohol abuse by the police officer. In the event that a police officer who has notified the Department as stated in this section is disciplined for the drug or alcohol abuse after an investigation is initiated by the Department, the Department shall, upon the police officer's written request, provide the employee with written documentation of the date on which an investigation was initiated.

Such police officers shall be referred by the managerial employee who is notified to the City's Employee Assistance Program (EAP) for confidential counseling and treatment. Such voluntary participation shall not confer immunity from discipline for any misconduct other than the substance abuse. The managerial employee shall not divulge any information received from the police officer who voluntarily seeks the help of EAP except within the City administration on a strict need to know basis. Information concerning the officer's voluntary referral shall not be disseminated outside of the City administration, except with the police officer's written authorization or if required, pursuant to legal discovery. Voluntary referral to EAP, however, does not relieve the officer from the responsibility to adequately perform their job. In addition, voluntary referral does not relieve the police officer from the requirements to take any of the required tests for controlled substances and/or alcohol as described in this Article.

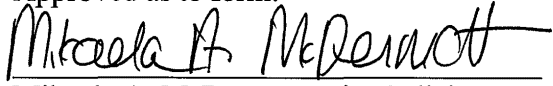
ARTICLE 44
DURATION

This Agreement shall become effective July 1, 2012 and shall continue in effect to and including June 30, 2015 and from year to year thereafter unless on or before February 1, 2015, either party serves notice to modify this Agreement on the expiration of this Agreement.

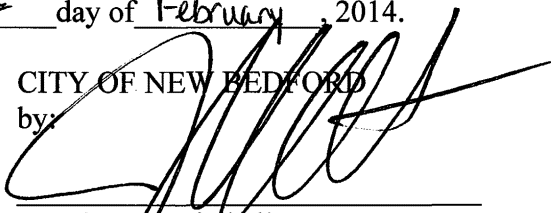
In the event such notice is given, negotiations shall begin within fifteen (15) days of said notice. This Agreement shall remain in full force and be effective during the period of negotiations until signing of a new Agreement.

In witness whereof the Union and the City have caused this Agreement to be signed by their duly authorized representatives on this 7th day of February, 2014.

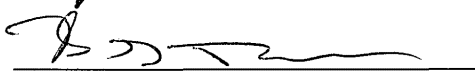
Approved as to form:


Mikaela A. McDermott, City Solicitor

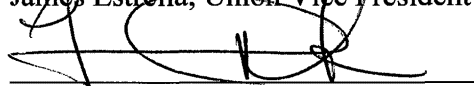
CITY OF NEW BEDFORD
by:

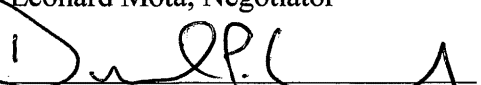

Jonathan F. Mitchell, Mayor

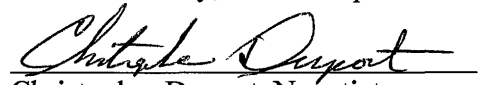
NEW BEDFORD POLICE UNION
by:



Henry Turgeon, Union President

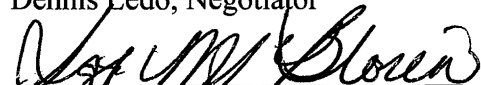

James Estrella, Union Vice President


Leonard Mota, Negotiator


Daniel Sweeney, Chief Shop Steward


Christopher Dupont, Negotiator


Dennis Ledo, Negotiator


Mark Blouin, Negotiator


Michael Cassidy, Negotiator

Appendix A

Police Pay Rates
Effective 1/1/14 - flat 1.5% No Quinn Increase

Day No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 781.84	\$ 19.55	\$ 29.32	\$ 195.46	\$ 2,540.99	\$ 43,196.90
Det 1yr - 1%	\$ 789.37	\$ 19.73	\$ 29.60	\$ 197.34	\$ 2,565.44	\$ 43,612.44
Det 3yr - 2%	\$ 796.88	\$ 19.92	\$ 29.88	\$ 199.22	\$ 2,589.85	\$ 44,027.43
Det 5yr - 3%	\$ 804.39	\$ 20.11	\$ 30.16	\$ 201.10	\$ 2,614.26	\$ 44,442.41
Step 2	\$ 850.02	\$ 21.25	\$ 31.88	\$ 212.51	\$ 2,762.57	\$ 46,963.71
Det 1yr - 1%	\$ 858.21	\$ 21.46	\$ 32.18	\$ 214.55	\$ 2,789.19	\$ 47,416.27
Det 3yr - 2%	\$ 866.41	\$ 21.66	\$ 32.49	\$ 216.60	\$ 2,815.85	\$ 47,869.38
Det 5yr - 3%	\$ 874.61	\$ 21.87	\$ 32.80	\$ 218.65	\$ 2,842.47	\$ 48,321.94
Step 3	\$ 907.78	\$ 22.69	\$ 34.04	\$ 226.94	\$ 2,950.27	\$ 50,154.59
Det 1yr - 1%	\$ 916.55	\$ 22.91	\$ 34.37	\$ 229.14	\$ 2,978.77	\$ 50,639.11
Det 3yr - 2%	\$ 925.31	\$ 23.13	\$ 34.70	\$ 231.33	\$ 3,007.27	\$ 51,123.63
Det 5yr - 3%	\$ 934.08	\$ 23.35	\$ 35.03	\$ 233.52	\$ 3,035.77	\$ 51,608.15
Step 4	\$ 968.43	\$ 24.21	\$ 36.32	\$ 242.11	\$ 3,147.40	\$ 53,505.86
Det 1yr - 1%	\$ 977.81	\$ 24.45	\$ 36.67	\$ 244.45	\$ 3,177.88	\$ 54,024.02
Det 3yr - 2%	\$ 987.19	\$ 24.68	\$ 37.02	\$ 246.80	\$ 3,208.36	\$ 54,542.19
Det 5yr - 3%	\$ 996.57	\$ 24.91	\$ 37.37	\$ 249.14	\$ 3,238.84	\$ 55,060.36
Step 5	\$ 1,049.24	\$ 26.23	\$ 39.35	\$ 262.31	\$ 3,410.02	\$ 57,970.29
Det 1yr - 1%	\$ 1,059.43	\$ 26.49	\$ 39.73	\$ 264.86	\$ 3,443.14	\$ 58,533.32
Det 3yr - 2%	\$ 1,069.61	\$ 26.74	\$ 40.11	\$ 267.40	\$ 3,476.22	\$ 59,095.79
Det 5yr - 3%	\$ 1,079.80	\$ 26.99	\$ 40.49	\$ 269.95	\$ 3,509.34	\$ 59,658.82
Sergeant	\$ 1,212.22	\$ 30.31	\$ 45.46	\$ 303.06	\$ 3,939.73	\$ 66,975.41
Det 1yr - 1%	\$ 1,224.05	\$ 30.60	\$ 45.90	\$ 306.01	\$ 3,978.16	\$ 67,628.73
Det 3yr - 2%	\$ 1,235.85	\$ 30.90	\$ 46.34	\$ 308.96	\$ 4,016.53	\$ 68,280.93
Det 5yr - 3%	\$ 1,247.68	\$ 31.19	\$ 46.79	\$ 311.92	\$ 4,054.96	\$ 68,934.24
Sergeant 5yr	\$ 1,222.42	\$ 30.56	\$ 45.84	\$ 305.60	\$ 3,972.85	\$ 67,538.44
Det 1yr - 1%	\$ 1,234.23	\$ 30.86	\$ 46.28	\$ 308.56	\$ 4,011.25	\$ 68,191.20
Det 3yr - 2%	\$ 1,246.04	\$ 31.15	\$ 46.73	\$ 311.51	\$ 4,049.64	\$ 68,843.96
Det 5yr - 3%	\$ 1,257.86	\$ 31.45	\$ 47.17	\$ 314.46	\$ 4,088.04	\$ 69,496.71
Lieutenant	\$ 1,401.29	\$ 35.03	\$ 52.55	\$ 350.32	\$ 4,554.19	\$ 77,421.20
Det 1yr - 1%	\$ 1,415.00	\$ 35.38	\$ 53.06	\$ 353.75	\$ 4,598.75	\$ 78,178.82
Det 3yr - 2%	\$ 1,428.71	\$ 35.72	\$ 53.58	\$ 357.18	\$ 4,643.32	\$ 78,936.45
Det 5yr - 3%	\$ 1,442.41	\$ 36.06	\$ 54.09	\$ 360.60	\$ 4,687.82	\$ 79,692.95
Lieutenant 5yr	\$ 1,413.11	\$ 35.33	\$ 52.99	\$ 353.28	\$ 4,592.62	\$ 78,074.52
Det 1yr - 1%	\$ 1,426.82	\$ 35.67	\$ 53.51	\$ 356.70	\$ 4,637.15	\$ 78,831.58
Det 3yr - 2%	\$ 1,440.53	\$ 36.01	\$ 54.02	\$ 360.13	\$ 4,681.72	\$ 79,589.21
Det 5yr - 3%	\$ 1,454.23	\$ 36.36	\$ 54.53	\$ 363.56	\$ 4,726.25	\$ 80,346.27
Captain	\$ 1,620.61	\$ 40.52	\$ 60.77	\$ 405.15	\$ 5,266.98	\$ 89,538.70
Det 1yr - 1%	\$ 1,636.50	\$ 40.91	\$ 61.37	\$ 409.13	\$ 5,318.64	\$ 90,416.89
Det 3yr - 2%	\$ 1,652.41	\$ 41.31	\$ 61.97	\$ 413.10	\$ 5,370.33	\$ 91,295.64
Det 5yr - 3%	\$ 1,668.31	\$ 41.71	\$ 62.56	\$ 417.08	\$ 5,422.02	\$ 92,174.40
Captain 5yr	\$ 1,634.31	\$ 40.86	\$ 61.29	\$ 408.58	\$ 5,311.52	\$ 90,295.76
Det 1yr - 1%	\$ 1,650.22	\$ 41.26	\$ 61.88	\$ 412.55	\$ 5,363.21	\$ 91,174.51
Det 3yr - 2%	\$ 1,666.12	\$ 41.65	\$ 62.48	\$ 416.53	\$ 5,414.90	\$ 92,053.27
Det 5yr - 3%	\$ 1,682.02	\$ 42.05	\$ 63.08	\$ 420.50	\$ 5,466.56	\$ 92,931.46

Day Associate's +6.7%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 834.23	\$ 20.86	\$ 31.28	\$ 208.56	\$ 2,711.24	\$ 46,091.09
Det 1yr - 1%	\$ 842.25	\$ 21.06	\$ 31.58	\$ 210.56	\$ 2,737.32	\$ 46,534.48
Det 3yr - 2%	\$ 850.27	\$ 21.26	\$ 31.89	\$ 212.57	\$ 2,763.37	\$ 46,977.26
Det 5yr - 3%	\$ 858.28	\$ 21.46	\$ 32.19	\$ 214.57	\$ 2,789.41	\$ 47,420.05
Step 2	\$ 906.97	\$ 22.67	\$ 34.01	\$ 226.74	\$ 2,947.66	\$ 50,110.28
Det 1yr - 1%	\$ 915.71	\$ 22.89	\$ 34.34	\$ 228.93	\$ 2,976.07	\$ 50,593.16
Det 3yr - 2%	\$ 924.46	\$ 23.11	\$ 34.67	\$ 231.12	\$ 3,004.51	\$ 51,076.63
Det 5yr - 3%	\$ 933.20	\$ 23.33	\$ 35.00	\$ 233.30	\$ 3,032.91	\$ 51,559.51
Step 3	\$ 968.60	\$ 24.21	\$ 36.32	\$ 242.15	\$ 3,147.94	\$ 53,514.95
Det 1yr - 1%	\$ 977.95	\$ 24.45	\$ 36.67	\$ 244.49	\$ 3,178.35	\$ 54,031.93
Det 3yr - 2%	\$ 987.31	\$ 24.68	\$ 37.02	\$ 246.83	\$ 3,208.76	\$ 54,548.91
Det 5yr - 3%	\$ 996.67	\$ 24.92	\$ 37.38	\$ 249.17	\$ 3,239.17	\$ 55,065.90
Step 4	\$ 1,033.32	\$ 25.83	\$ 38.75	\$ 258.33	\$ 3,358.28	\$ 57,090.75
Det 1yr - 1%	\$ 1,043.32	\$ 26.08	\$ 39.12	\$ 260.83	\$ 3,390.80	\$ 57,643.63
Det 3yr - 2%	\$ 1,053.33	\$ 26.33	\$ 39.50	\$ 263.33	\$ 3,423.32	\$ 58,196.52
Det 5yr - 3%	\$ 1,063.34	\$ 26.58	\$ 39.88	\$ 265.83	\$ 3,455.85	\$ 58,749.40
Step 5	\$ 1,119.53	\$ 27.99	\$ 41.98	\$ 279.88	\$ 3,638.49	\$ 61,854.30
Det 1yr - 1%	\$ 1,130.41	\$ 28.26	\$ 42.39	\$ 282.60	\$ 3,673.83	\$ 62,455.05
Det 3yr - 2%	\$ 1,141.27	\$ 28.53	\$ 42.80	\$ 285.32	\$ 3,709.13	\$ 63,055.20
Det 5yr - 3%	\$ 1,152.14	\$ 28.80	\$ 43.21	\$ 288.04	\$ 3,744.47	\$ 63,655.96
Sergeant	\$ 1,293.44	\$ 32.34	\$ 48.50	\$ 323.36	\$ 4,203.69	\$ 71,462.76
Det 1yr - 1%	\$ 1,306.06	\$ 32.65	\$ 48.98	\$ 326.52	\$ 4,244.70	\$ 72,159.85
Det 3yr - 2%	\$ 1,318.66	\$ 32.97	\$ 49.45	\$ 329.66	\$ 4,285.63	\$ 72,855.75
Det 5yr - 3%	\$ 1,331.27	\$ 33.28	\$ 49.92	\$ 332.82	\$ 4,326.64	\$ 73,552.84
Sergeant 5yr	\$ 1,304.32	\$ 32.61	\$ 48.91	\$ 326.08	\$ 4,239.03	\$ 72,063.52
Det 1yr - 1%	\$ 1,316.92	\$ 32.92	\$ 49.38	\$ 329.23	\$ 4,280.00	\$ 72,760.01
Det 3yr - 2%	\$ 1,329.53	\$ 33.24	\$ 49.86	\$ 332.38	\$ 4,320.97	\$ 73,456.50
Det 5yr - 3%	\$ 1,342.14	\$ 33.55	\$ 50.33	\$ 335.53	\$ 4,361.94	\$ 74,152.99
Lieutenant	\$ 1,495.18	\$ 37.38	\$ 56.07	\$ 373.79	\$ 4,859.32	\$ 82,608.42
Det 1yr - 1%	\$ 1,509.81	\$ 37.75	\$ 56.62	\$ 377.45	\$ 4,906.87	\$ 83,416.81
Det 3yr - 2%	\$ 1,524.44	\$ 38.11	\$ 57.17	\$ 381.11	\$ 4,954.42	\$ 84,225.19
Det 5yr - 3%	\$ 1,539.05	\$ 38.48	\$ 57.71	\$ 384.76	\$ 5,001.90	\$ 85,032.38
Lieutenant 5yr	\$ 1,507.79	\$ 37.69	\$ 56.54	\$ 376.95	\$ 4,900.32	\$ 83,305.51
Det 1yr - 1%	\$ 1,522.41	\$ 38.06	\$ 57.09	\$ 380.60	\$ 4,947.84	\$ 84,113.30
Det 3yr - 2%	\$ 1,537.04	\$ 38.43	\$ 57.64	\$ 384.26	\$ 4,995.39	\$ 84,921.68
Det 5yr - 3%	\$ 1,551.66	\$ 38.79	\$ 58.19	\$ 387.92	\$ 5,042.91	\$ 85,729.47
Captain	\$ 1,729.19	\$ 43.23	\$ 64.84	\$ 432.30	\$ 5,619.87	\$ 95,537.79
Det 1yr - 1%	\$ 1,746.15	\$ 43.65	\$ 65.48	\$ 436.54	\$ 5,674.99	\$ 96,474.82
Det 3yr - 2%	\$ 1,763.12	\$ 44.08	\$ 66.12	\$ 440.78	\$ 5,730.14	\$ 97,412.45
Det 5yr - 3%	\$ 1,780.09	\$ 44.50	\$ 66.75	\$ 445.02	\$ 5,785.30	\$ 98,350.08
Captain 5yr	\$ 1,743.81	\$ 43.60	\$ 65.39	\$ 435.95	\$ 5,667.39	\$ 96,345.58
Det 1yr - 1%	\$ 1,760.78	\$ 44.02	\$ 66.03	\$ 440.20	\$ 5,722.54	\$ 97,283.21
Det 3yr - 2%	\$ 1,777.75	\$ 44.44	\$ 66.67	\$ 444.44	\$ 5,777.70	\$ 98,220.84
Det 5yr - 3%	\$ 1,794.71	\$ 44.87	\$ 67.30	\$ 448.68	\$ 5,832.82	\$ 99,157.87

Night No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 819.42	\$ 20.49	\$ 30.73	\$ 204.85	\$ 2,663.11	\$ 45,272.94
Step 2	\$ 890.99	\$ 22.27	\$ 33.41	\$ 222.75	\$ 2,895.71	\$ 49,227.05
Step 3	\$ 951.62	\$ 23.79	\$ 35.69	\$ 237.91	\$ 3,092.78	\$ 52,577.19
Step 4	\$ 1,015.32	\$ 25.38	\$ 38.07	\$ 253.83	\$ 3,299.81	\$ 56,096.70
Step 5	\$ 1,100.17	\$ 27.50	\$ 41.26	\$ 275.04	\$ 3,575.55	\$ 60,784.32
Sergeant	\$ 1,271.31	\$ 31.78	\$ 47.67	\$ 317.83	\$ 4,131.75	\$ 70,239.76
Sergeant 5yr	\$ 1,282.01	\$ 32.05	\$ 48.08	\$ 320.50	\$ 4,166.52	\$ 70,830.83
Lieutenant	\$ 1,469.82	\$ 36.75	\$ 55.12	\$ 367.46	\$ 4,776.92	\$ 81,207.64
Lieutenant 5yr	\$ 1,482.22	\$ 37.06	\$ 55.58	\$ 370.56	\$ 4,817.23	\$ 81,892.92
Captain	\$ 1,700.10	\$ 42.50	\$ 63.75	\$ 425.03	\$ 5,525.34	\$ 93,930.78
Captain 5yr	\$ 1,714.50	\$ 42.86	\$ 64.29	\$ 428.62	\$ 5,572.12	\$ 94,725.98

Night Associate's +6.7%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 874.32	\$ 21.86	\$ 32.79	\$ 218.58	\$ 2,841.54	\$ 48,306.22
Step 2	\$ 950.68	\$ 23.77	\$ 35.65	\$ 237.67	\$ 3,089.72	\$ 52,525.26
Step 3	\$ 1,015.38	\$ 25.38	\$ 38.08	\$ 253.85	\$ 3,299.99	\$ 56,099.86
Step 4	\$ 1,083.35	\$ 27.08	\$ 40.63	\$ 270.84	\$ 3,520.89	\$ 59,855.17
Step 5	\$ 1,173.88	\$ 29.35	\$ 44.02	\$ 293.47	\$ 3,815.11	\$ 64,856.87
Sergeant	\$ 1,356.49	\$ 33.91	\$ 50.87	\$ 339.12	\$ 4,408.58	\$ 74,945.82
Sergeant 5yr	\$ 1,367.90	\$ 34.20	\$ 51.30	\$ 341.98	\$ 4,445.68	\$ 75,576.49
Lieutenant	\$ 1,568.30	\$ 39.21	\$ 58.81	\$ 392.07	\$ 5,096.97	\$ 86,648.55
Lieutenant 5yr	\$ 1,581.53	\$ 39.54	\$ 59.31	\$ 395.38	\$ 5,139.99	\$ 87,379.75
Captain	\$ 1,814.01	\$ 45.35	\$ 68.03	\$ 453.50	\$ 5,895.54	\$ 100,224.15
Captain 5yr	\$ 1,829.37	\$ 45.73	\$ 68.60	\$ 457.34	\$ 5,945.45	\$ 101,072.62

Police Pay Rates

Effective 1/1/14 - flat 1.5% No Quinn Increase

Day Bachelor's +13.4%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 886.61	\$ 22.17	\$ 33.25	\$ 221.65	\$ 2,881.49	\$ 48,985.28
Det 1yr - 1%	\$ 895.14	\$ 22.38	\$ 33.57	\$ 223.79	\$ 2,909.21	\$ 49,456.51
Det 3yr - 2%	\$ 903.66	\$ 22.59	\$ 33.89	\$ 225.91	\$ 2,936.89	\$ 49,927.10
Det 5yr - 3%	\$ 912.18	\$ 22.80	\$ 34.21	\$ 228.04	\$ 2,964.57	\$ 50,397.69
Step 2	\$ 963.92	\$ 24.10	\$ 36.15	\$ 240.98	\$ 3,132.76	\$ 53,256.85
Det 1yr - 1%	\$ 973.21	\$ 24.33	\$ 36.50	\$ 243.30	\$ 3,162.94	\$ 53,770.05
Det 3yr - 2%	\$ 982.51	\$ 24.56	\$ 36.84	\$ 245.63	\$ 3,193.17	\$ 54,283.88
Det 5yr - 3%	\$ 991.80	\$ 24.80	\$ 37.19	\$ 247.95	\$ 3,223.36	\$ 54,797.08
Step 3	\$ 1,029.42	\$ 25.74	\$ 38.60	\$ 257.35	\$ 3,345.61	\$ 56,875.31
Det 1yr - 1%	\$ 1,039.36	\$ 25.98	\$ 38.98	\$ 259.84	\$ 3,377.93	\$ 57,424.75
Det 3yr - 2%	\$ 1,049.31	\$ 26.23	\$ 39.35	\$ 262.33	\$ 3,410.25	\$ 57,974.20
Det 5yr - 3%	\$ 1,059.25	\$ 26.48	\$ 39.72	\$ 264.81	\$ 3,442.57	\$ 58,523.64
Step 4	\$ 1,098.20	\$ 27.46	\$ 41.18	\$ 274.55	\$ 3,569.16	\$ 60,675.64
Det 1yr - 1%	\$ 1,108.84	\$ 27.72	\$ 41.58	\$ 277.21	\$ 3,603.72	\$ 61,263.24
Det 3yr - 2%	\$ 1,119.47	\$ 27.99	\$ 41.98	\$ 279.87	\$ 3,638.29	\$ 61,850.85
Det 5yr - 3%	\$ 1,130.11	\$ 28.25	\$ 42.38	\$ 282.53	\$ 3,672.85	\$ 62,438.45
Step 5	\$ 1,189.83	\$ 29.75	\$ 44.62	\$ 297.46	\$ 3,866.96	\$ 65,738.30
Det 1yr - 1%	\$ 1,201.39	\$ 30.03	\$ 45.05	\$ 300.35	\$ 3,904.52	\$ 66,376.78
Det 3yr - 2%	\$ 1,212.93	\$ 30.32	\$ 45.49	\$ 303.23	\$ 3,942.04	\$ 67,014.62
Det 5yr - 3%	\$ 1,224.49	\$ 30.61	\$ 45.92	\$ 306.12	\$ 3,979.59	\$ 67,653.10
Sergeant	\$ 1,374.66	\$ 34.37	\$ 51.55	\$ 343.67	\$ 4,467.65	\$ 75,950.12
Det 1yr - 1%	\$ 1,388.07	\$ 34.70	\$ 52.05	\$ 347.02	\$ 4,511.23	\$ 76,690.98
Det 3yr - 2%	\$ 1,401.46	\$ 35.04	\$ 52.55	\$ 350.36	\$ 4,554.74	\$ 77,430.57
Det 5yr - 3%	\$ 1,414.87	\$ 35.37	\$ 53.06	\$ 353.72	\$ 4,598.32	\$ 78,171.43
Sergeant 5yr	\$ 1,386.22	\$ 34.66	\$ 51.98	\$ 346.55	\$ 4,505.21	\$ 76,588.59
Det 1yr - 1%	\$ 1,399.62	\$ 34.99	\$ 52.49	\$ 349.90	\$ 4,548.75	\$ 77,328.82
Det 3yr - 2%	\$ 1,413.01	\$ 35.33	\$ 52.99	\$ 353.25	\$ 4,592.30	\$ 78,069.05
Det 5yr - 3%	\$ 1,426.41	\$ 35.66	\$ 53.49	\$ 356.60	\$ 4,635.84	\$ 78,809.27
Lieutenant	\$ 1,589.06	\$ 39.73	\$ 59.59	\$ 397.27	\$ 5,164.45	\$ 87,795.64
Det 1yr - 1%	\$ 1,604.61	\$ 40.12	\$ 60.17	\$ 401.15	\$ 5,214.99	\$ 88,654.79
Det 3yr - 2%	\$ 1,620.16	\$ 40.50	\$ 60.76	\$ 405.04	\$ 5,265.53	\$ 89,513.93
Det 5yr - 3%	\$ 1,635.69	\$ 40.89	\$ 61.34	\$ 408.92	\$ 5,315.99	\$ 90,371.81
Lieutenant 5yr	\$ 1,602.47	\$ 40.06	\$ 60.09	\$ 400.62	\$ 5,208.03	\$ 88,536.50
Det 1yr - 1%	\$ 1,618.01	\$ 40.45	\$ 60.68	\$ 404.50	\$ 5,258.53	\$ 89,395.01
Det 3yr - 2%	\$ 1,633.56	\$ 40.84	\$ 61.26	\$ 408.39	\$ 5,309.07	\$ 90,254.16
Det 5yr - 3%	\$ 1,649.10	\$ 41.23	\$ 61.84	\$ 412.27	\$ 5,359.57	\$ 91,112.67
Captain	\$ 1,837.77	\$ 45.94	\$ 68.92	\$ 459.44	\$ 5,972.76	\$ 101,536.88
Det 1yr - 1%	\$ 1,855.80	\$ 46.39	\$ 69.59	\$ 463.95	\$ 6,031.34	\$ 102,532.75
Det 3yr - 2%	\$ 1,873.83	\$ 46.85	\$ 70.27	\$ 468.46	\$ 6,089.96	\$ 103,529.26
Det 5yr - 3%	\$ 1,891.87	\$ 47.30	\$ 70.95	\$ 472.97	\$ 6,148.57	\$ 104,525.77
Captain 5yr	\$ 1,853.31	\$ 46.33	\$ 69.50	\$ 463.33	\$ 6,023.26	\$ 102,395.39
Det 1yr - 1%	\$ 1,871.35	\$ 46.78	\$ 70.18	\$ 467.84	\$ 6,081.88	\$ 103,391.90
Det 3yr - 2%	\$ 1,889.38	\$ 47.23	\$ 70.85	\$ 472.35	\$ 6,140.49	\$ 104,388.41
Det 5yr - 3%	\$ 1,907.41	\$ 47.69	\$ 71.53	\$ 476.85	\$ 6,199.08	\$ 105,384.28

Day Master's +16.75%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 912.80	\$ 22.82	\$ 34.23	\$ 228.20	\$ 2,966.61	\$ 50,432.38
Det 1yr - 1%	\$ 921.58	\$ 23.04	\$ 34.56	\$ 230.40	\$ 2,995.15	\$ 50,917.53
Det 3yr - 2%	\$ 930.35	\$ 23.26	\$ 34.89	\$ 232.59	\$ 3,023.65	\$ 51,402.02
Det 5yr - 3%	\$ 939.12	\$ 23.48	\$ 35.22	\$ 234.78	\$ 3,052.15	\$ 51,886.51
Step 2	\$ 992.40	\$ 24.81	\$ 37.22	\$ 248.10	\$ 3,225.30	\$ 54,830.13
Det 1yr - 1%	\$ 1,001.96	\$ 25.05	\$ 37.57	\$ 250.49	\$ 3,256.38	\$ 55,358.49
Det 3yr - 2%	\$ 1,011.54	\$ 25.29	\$ 37.93	\$ 252.88	\$ 3,287.50	\$ 55,887.50
Det 5yr - 3%	\$ 1,021.10	\$ 25.53	\$ 38.29	\$ 255.28	\$ 3,318.58	\$ 56,415.86
Step 3	\$ 1,059.83	\$ 26.50	\$ 39.74	\$ 264.96	\$ 3,444.44	\$ 58,555.48
Det 1yr - 1%	\$ 1,070.07	\$ 26.75	\$ 40.13	\$ 267.52	\$ 3,477.72	\$ 59,121.16
Det 3yr - 2%	\$ 1,080.30	\$ 27.01	\$ 40.51	\$ 270.08	\$ 3,510.99	\$ 59,686.84
Det 5yr - 3%	\$ 1,090.54	\$ 27.26	\$ 40.90	\$ 272.64	\$ 3,544.27	\$ 60,252.52
Step 4	\$ 1,130.64	\$ 28.27	\$ 42.40	\$ 282.66	\$ 3,674.59	\$ 62,468.09
Det 1yr - 1%	\$ 1,141.59	\$ 28.54	\$ 42.81	\$ 285.40	\$ 3,710.18	\$ 63,073.05
Det 3yr - 2%	\$ 1,152.54	\$ 28.81	\$ 43.22	\$ 288.14	\$ 3,745.77	\$ 63,678.01
Det 5yr - 3%	\$ 1,163.49	\$ 29.09	\$ 43.63	\$ 290.87	\$ 3,781.35	\$ 64,282.97
Step 5	\$ 1,224.98	\$ 30.62	\$ 45.94	\$ 306.25	\$ 3,981.19	\$ 67,680.31
Det 1yr - 1%	\$ 1,236.88	\$ 30.92	\$ 46.38	\$ 309.22	\$ 4,019.86	\$ 68,337.65
Det 3yr - 2%	\$ 1,248.77	\$ 31.22	\$ 46.83	\$ 312.19	\$ 4,058.49	\$ 68,994.33
Det 5yr - 3%	\$ 1,260.66	\$ 31.52	\$ 47.27	\$ 315.17	\$ 4,097.16	\$ 69,651.67
Sergeant	\$ 1,415.27	\$ 35.38	\$ 53.07	\$ 353.82	\$ 4,599.63	\$ 78,193.79
Det 1yr - 1%	\$ 1,429.08	\$ 35.73	\$ 53.59	\$ 357.27	\$ 4,644.50	\$ 78,956.54
Det 3yr - 2%	\$ 1,442.86	\$ 36.07	\$ 54.11	\$ 360.71	\$ 4,689.29	\$ 79,717.98
Det 5yr - 3%	\$ 1,456.66	\$ 36.42	\$ 54.62	\$ 364.17	\$ 4,734.16	\$ 80,480.73
Sergeant 5yr	\$ 1,427.17	\$ 35.68	\$ 53.52	\$ 356.79	\$ 4,638.30	\$ 78,851.13
Det 1yr - 1%	\$ 1,440.96	\$ 36.02	\$ 54.04	\$ 360.24	\$ 4,683.13	\$ 79,613.23
Det 3yr - 2%	\$ 1,454.76	\$ 36.37	\$ 54.55	\$ 363.69	\$ 4,727.96	\$ 80,375.32
Det 5yr - 3%	\$ 1,468.55	\$ 36.71	\$ 55.07	\$ 367.14	\$ 4,772.79	\$ 81,137.41
Lieutenant	\$ 1,636.00	\$ 40.90	\$ 61.35	\$ 409.00	\$ 5,317.01	\$ 90,389.25
Det 1yr - 1%	\$ 1,652.01	\$ 41.30	\$ 61.95	\$ 413.00	\$ 5,369.05	\$ 91,273.78
Det 3yr - 2%	\$ 1,668.02	\$ 41.70	\$ 62.55	\$ 417.01	\$ 5,421.08	\$ 92,158.30
Det 5yr - 3%	\$ 1,684.01	\$ 42.10	\$ 63.15	\$ 421.00	\$ 5,473.03	\$ 93,041.52
Lieutenant 5yr	\$ 1,649.81	\$ 41.25	\$ 61.87	\$ 412.45	\$ 5,361.88	\$ 91,152.00
Det 1yr - 1%	\$ 1,665.81	\$ 41.65	\$ 62.47	\$ 416.45	\$ 5,413.87	\$ 92,035.87
Det 3yr - 2%	\$ 1,681.82	\$ 42.05	\$ 63.07	\$ 420.45	\$ 5,465.91	\$ 92,920.40
Det 5yr - 3%	\$ 1,697.81	\$ 42.45	\$ 63.67	\$ 424.45	\$ 5,517.90	\$ 93,804.27
Captain	\$ 1,892.06	\$ 47.30	\$ 70.95	\$ 473.02	\$ 6,149.20	\$ 104,536.43
Det 1yr - 1%	\$ 1,910.62	\$ 47.77	\$ 71.65	\$ 477.65	\$ 6,209.51	\$ 105,561.72
Det 3yr - 2%	\$ 1,929.19	\$ 48.23	\$ 72.34	\$ 482.30	\$ 6,269.86	\$ 106,587.66
Det 5yr - 3%	\$ 1,947.76	\$ 48.69	\$ 73.04	\$ 486.94	\$ 6,330.21	\$ 107,613.61
Captain 5yr	\$ 1,908.06	\$ 47.70	\$ 71.55	\$ 477.01	\$ 6,201.19	\$ 105,420.30
Det 1yr - 1%	\$ 1,926.63	\$ 48.17	\$ 72.25	\$ 481.66	\$ 6,261.54	\$ 106,446.25
Det 3yr - 2%	\$ 1,945.20	\$ 48.63	\$ 72.94	\$ 486.30	\$ 6,321.89	\$ 107,472.19
Det 5yr - 3%	\$ 1,963.76	\$ 49.09	\$ 73.64	\$ 490.94	\$ 6,382.20	\$ 108,497.48

Night Bachelor's +13.4%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 929.22	\$ 23.23	\$ 34.85	\$ 232.31	\$ 3,019.97	\$ 51,339.51
Step 2	\$ 1,010.38	\$ 25.26	\$ 37.89	\$ 252.59	\$ 3,283.73	\$ 55,823.47
Step 3	\$ 1,079.14	\$ 26.98	\$ 40.47	\$ 269.79	\$ 3,507.21	\$ 59,622.54
Step 4	\$ 1,151.38	\$ 28.78	\$ 43.18	\$ 287.84	\$ 3,741.98	\$ 63,613.65
Step 5	\$ 1,247.59	\$ 31.19	\$ 46.78	\$ 311.90	\$ 4,054.67	\$ 68,929.42
Sergeant	\$ 1,441.66	\$ 36.04	\$ 54.06	\$ 360.42	\$ 4,685.40	\$ 79,651.88
Sergeant 5yr	\$ 1,453.79	\$ 36.34	\$ 54.52	\$ 363.45	\$ 4,724.83	\$ 80,322.16
Lieutenant	\$ 1,666.78	\$ 41.67	\$ 62.50	\$ 416.69	\$ 5,417.03	\$ 92,089.46
Lieutenant 5yr	\$ 1,680.84	\$ 42.02	\$ 63.03	\$ 420.21	\$ 5,462.74	\$ 92,866.57
Captain	\$ 1,927.92	\$ 48.20	\$ 72.30	\$ 481.98	\$ 6,265.74	\$ 106,517.51
Captain 5yr	\$ 1,944.24	\$ 48.61	\$ 72.91	\$ 486.06	\$ 6,318.78	\$ 107,419.26

Night Master's +16.75%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 956.67	\$ 23.92	\$ 35.88	\$ 239.17	\$ 3,109.19	\$ 52,856.15
Step 2	\$ 1,040.23	\$ 26.01	\$ 39.01	\$ 260.06	\$ 3,380.74	\$ 57,472.58
Step 3	\$ 1,111.02	\$ 27.78	\$ 41.66	\$ 277.76	\$ 3,610.82	\$ 61,383.87
Step 4	\$ 1,185.39	\$ 29.63	\$ 44.45	\$ 296.35	\$ 3,852.52	\$ 65,492.89
Step 5	\$ 1,284.45	\$ 32.11	\$ 48.17	\$ 321.11	\$ 4,174.45	\$ 70,965.69
Sergeant	\$ 1,484.25	\$ 37.11	\$ 55.66	\$ 371.06	\$ 4,823.82	\$ 82,004.92
Sergeant 5yr	\$ 1,496.74	\$ 37.42	\$ 56.13	\$ 374.19	\$ 4,864.41	\$ 82,694.99
Lieutenant	\$ 1,716.02	\$ 42.90	\$ 64.35	\$ 429.00	\$ 5,577.05	\$ 94,809.92
Lieutenant 5yr	\$ 1,730.50	\$ 43.26	\$ 64.89	\$ 432.62	\$ 5,624.12	\$ 95,609.98
Captain	\$ 1,984.87	\$ 49.62	\$ 74.43	\$ 496.22	\$ 6,450.83	\$ 109,664.19
Captain 5yr	\$ 2,001.68	\$ 50.04	\$ 75.06	\$ 500.42	\$ 6,505.45	\$ 110,592.58

Police Pay Rates

Effective 3/16/14 - Quinn Increase Only (75%)

Day No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 781.84	\$ 19.55	\$ 29.32	\$ 195.46	\$ 2,540.99	\$ 43,196.90
Det 1yr - 1%	\$ 789.37	\$ 19.73	\$ 29.60	\$ 197.34	\$ 2,565.44	\$ 43,612.44
Det 3yr - 2%	\$ 796.88	\$ 19.92	\$ 29.88	\$ 199.22	\$ 2,589.85	\$ 44,027.43
Det 5yr - 3%	\$ 804.39	\$ 20.11	\$ 30.16	\$ 201.10	\$ 2,614.26	\$ 44,442.41
Step 2	\$ 850.02	\$ 21.25	\$ 31.88	\$ 212.51	\$ 2,762.57	\$ 46,963.71
Det 1yr - 1%	\$ 858.21	\$ 21.46	\$ 32.18	\$ 214.55	\$ 2,789.19	\$ 47,416.27
Det 3yr - 2%	\$ 866.41	\$ 21.66	\$ 32.49	\$ 216.60	\$ 2,815.85	\$ 47,869.38
Det 5yr - 3%	\$ 874.61	\$ 21.87	\$ 32.80	\$ 218.65	\$ 2,842.47	\$ 48,321.94
Step 3	\$ 907.78	\$ 22.69	\$ 34.04	\$ 226.94	\$ 2,950.27	\$ 50,154.59
Det 1yr - 1%	\$ 916.55	\$ 22.91	\$ 34.37	\$ 229.14	\$ 2,978.77	\$ 50,639.11
Det 3yr - 2%	\$ 925.31	\$ 23.13	\$ 34.70	\$ 231.33	\$ 3,007.27	\$ 51,123.63
Det 5yr - 3%	\$ 934.08	\$ 23.35	\$ 35.03	\$ 233.52	\$ 3,035.77	\$ 51,608.15
Step 4	\$ 968.43	\$ 24.21	\$ 36.32	\$ 242.11	\$ 3,147.40	\$ 53,505.86
Det 1yr - 1%	\$ 977.81	\$ 24.45	\$ 36.67	\$ 244.45	\$ 3,177.88	\$ 54,024.02
Det 3yr - 2%	\$ 987.19	\$ 24.68	\$ 37.02	\$ 246.80	\$ 3,208.36	\$ 54,542.19
Det 5yr - 3%	\$ 996.57	\$ 24.91	\$ 37.37	\$ 249.14	\$ 3,238.84	\$ 55,060.36
Step 5	\$ 1,049.24	\$ 26.23	\$ 39.35	\$ 262.31	\$ 3,410.02	\$ 57,970.29
Det 1yr - 1%	\$ 1,059.43	\$ 26.49	\$ 39.73	\$ 264.86	\$ 3,443.14	\$ 58,533.32
Det 3yr - 2%	\$ 1,069.61	\$ 26.74	\$ 40.11	\$ 267.40	\$ 3,476.22	\$ 59,095.79
Det 5yr - 3%	\$ 1,079.80	\$ 26.99	\$ 40.49	\$ 269.95	\$ 3,509.34	\$ 59,658.82
Sergeant	\$ 1,212.22	\$ 30.31	\$ 45.46	\$ 303.06	\$ 3,939.73	\$ 66,975.41
Det 1yr - 1%	\$ 1,224.05	\$ 30.60	\$ 45.90	\$ 306.01	\$ 3,978.16	\$ 67,628.73
Det 3yr - 2%	\$ 1,235.85	\$ 30.90	\$ 46.34	\$ 308.96	\$ 4,016.53	\$ 68,280.93
Det 5yr - 3%	\$ 1,247.68	\$ 31.19	\$ 46.79	\$ 311.92	\$ 4,054.96	\$ 68,934.24
Sergeant 5yr	\$ 1,222.42	\$ 30.56	\$ 45.84	\$ 305.60	\$ 3,972.85	\$ 67,538.44
Det 1yr - 1%	\$ 1,234.23	\$ 30.86	\$ 46.28	\$ 308.56	\$ 4,011.25	\$ 68,191.20
Det 3yr - 2%	\$ 1,246.04	\$ 31.15	\$ 46.73	\$ 311.51	\$ 4,049.64	\$ 68,843.96
Det 5yr - 3%	\$ 1,257.86	\$ 31.45	\$ 47.17	\$ 314.46	\$ 4,088.04	\$ 69,496.71
Lieutenant	\$ 1,401.29	\$ 35.03	\$ 52.55	\$ 350.32	\$ 4,554.19	\$ 77,421.20
Det 1yr - 1%	\$ 1,415.00	\$ 35.38	\$ 53.06	\$ 353.75	\$ 4,598.75	\$ 78,178.82
Det 3yr - 2%	\$ 1,428.71	\$ 35.72	\$ 53.58	\$ 357.18	\$ 4,643.32	\$ 78,936.45
Det 5yr - 3%	\$ 1,442.41	\$ 36.06	\$ 54.09	\$ 360.60	\$ 4,687.82	\$ 79,692.95
Lieutenant 5yr	\$ 1,413.11	\$ 35.33	\$ 52.99	\$ 353.28	\$ 4,592.62	\$ 78,074.52
Det 1yr - 1%	\$ 1,426.82	\$ 35.67	\$ 53.51	\$ 356.70	\$ 4,637.15	\$ 78,831.58
Det 3yr - 2%	\$ 1,440.53	\$ 36.01	\$ 54.02	\$ 360.13	\$ 4,681.72	\$ 79,589.21
Det 5yr - 3%	\$ 1,454.23	\$ 36.36	\$ 54.53	\$ 363.56	\$ 4,726.25	\$ 80,346.27
Captain	\$ 1,620.61	\$ 40.52	\$ 60.77	\$ 405.15	\$ 5,266.98	\$ 89,538.70
Det 1yr - 1%	\$ 1,636.50	\$ 40.91	\$ 61.37	\$ 409.13	\$ 5,318.64	\$ 90,416.89
Det 3yr - 2%	\$ 1,652.41	\$ 41.31	\$ 61.97	\$ 413.10	\$ 5,370.33	\$ 91,295.64
Det 5yr - 3%	\$ 1,668.31	\$ 41.71	\$ 62.56	\$ 417.08	\$ 5,422.02	\$ 92,174.40
Captain 5yr	\$ 1,634.31	\$ 40.86	\$ 61.29	\$ 408.58	\$ 5,311.52	\$ 90,295.76
Det 1yr - 1%	\$ 1,650.22	\$ 41.26	\$ 61.88	\$ 412.55	\$ 5,363.21	\$ 91,174.51
Det 3yr - 2%	\$ 1,666.12	\$ 41.65	\$ 62.48	\$ 416.53	\$ 5,414.90	\$ 92,053.27
Det 5yr - 3%	\$ 1,682.02	\$ 42.05	\$ 63.08	\$ 420.50	\$ 5,466.56	\$ 92,931.46

Day Associate's +7.5%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 840.48	\$ 21.01	\$ 31.52	\$ 210.12	\$ 2,731.57	\$ 46,436.67
Det 1yr - 1%	\$ 848.57	\$ 21.21	\$ 31.82	\$ 212.14	\$ 2,757.85	\$ 46,883.38
Det 3yr - 2%	\$ 856.64	\$ 21.42	\$ 32.12	\$ 214.16	\$ 2,784.09	\$ 47,329.48
Det 5yr - 3%	\$ 864.72	\$ 21.62	\$ 32.43	\$ 216.18	\$ 2,810.33	\$ 47,775.59
Step 2	\$ 913.77	\$ 22.84	\$ 34.27	\$ 228.44	\$ 2,969.76	\$ 50,485.99
Det 1yr - 1%	\$ 922.58	\$ 23.06	\$ 34.60	\$ 230.64	\$ 2,998.38	\$ 50,972.49
Det 3yr - 2%	\$ 931.40	\$ 23.28	\$ 34.93	\$ 232.85	\$ 3,027.03	\$ 51,459.59
Det 5yr - 3%	\$ 940.20	\$ 23.51	\$ 35.26	\$ 235.05	\$ 3,055.65	\$ 51,946.08
Step 3	\$ 975.86	\$ 24.40	\$ 36.59	\$ 243.96	\$ 3,171.54	\$ 53,916.19
Det 1yr - 1%	\$ 985.29	\$ 24.63	\$ 36.95	\$ 246.32	\$ 3,202.18	\$ 54,437.04
Det 3yr - 2%	\$ 994.71	\$ 24.87	\$ 37.30	\$ 248.68	\$ 3,232.82	\$ 54,957.90
Det 5yr - 3%	\$ 1,004.14	\$ 25.10	\$ 37.66	\$ 251.04	\$ 3,263.46	\$ 55,478.76
Step 4	\$ 1,041.06	\$ 26.03	\$ 39.04	\$ 260.27	\$ 3,383.46	\$ 57,518.80
Det 1yr - 1%	\$ 1,051.15	\$ 26.28	\$ 39.42	\$ 262.79	\$ 3,416.23	\$ 58,075.83
Det 3yr - 2%	\$ 1,061.23	\$ 26.53	\$ 39.80	\$ 265.31	\$ 3,448.99	\$ 58,632.86
Det 5yr - 3%	\$ 1,071.31	\$ 26.78	\$ 40.17	\$ 267.83	\$ 3,481.76	\$ 59,189.89
Step 5	\$ 1,127.93	\$ 28.20	\$ 42.30	\$ 281.98	\$ 3,665.77	\$ 62,318.06
Det 1yr - 1%	\$ 1,138.88	\$ 28.47	\$ 42.71	\$ 284.72	\$ 3,701.37	\$ 62,923.32
Det 3yr - 2%	\$ 1,149.83	\$ 28.75	\$ 43.12	\$ 287.46	\$ 3,736.94	\$ 63,527.97
Det 5yr - 3%	\$ 1,160.78	\$ 29.02	\$ 43.53	\$ 290.20	\$ 3,772.54	\$ 64,133.23
Sergeant	\$ 1,303.14	\$ 32.58	\$ 48.87	\$ 325.79	\$ 4,235.21	\$ 71,998.57
Det 1yr - 1%	\$ 1,315.85	\$ 32.90	\$ 49.34	\$ 328.96	\$ 4,276.52	\$ 72,700.88
Det 3yr - 2%	\$ 1,328.54	\$ 33.21	\$ 49.82	\$ 332.14	\$ 4,317.76	\$ 73,401.99
Det 5yr - 3%	\$ 1,341.25	\$ 33.53	\$ 50.30	\$ 335.31	\$ 4,359.08	\$ 74,104.31
Sergeant 5yr	\$ 1,314.10	\$ 32.85	\$ 49.28	\$ 328.52	\$ 4,270.81	\$ 72,603.83
Det 1yr - 1%	\$ 1,326.80	\$ 33.17	\$ 49.75	\$ 331.70	\$ 4,312.09	\$ 73,305.54
Det 3yr - 2%	\$ 1,339.50	\$ 33.49	\$ 50.23	\$ 334.87	\$ 4,353.37	\$ 74,007.25
Det 5yr - 3%	\$ 1,352.20	\$ 33.80	\$ 50.71	\$ 338.05	\$ 4,394.65	\$ 74,708.97
Lieutenant	\$ 1,506.39	\$ 37.66	\$ 56.49	\$ 376.60	\$ 4,895.75	\$ 83,227.79
Det 1yr - 1%	\$ 1,521.13	\$ 38.03	\$ 57.04	\$ 380.28	\$ 4,943.66	\$ 84,042.24
Det 3yr - 2%	\$ 1,535.87	\$ 38.40	\$ 57.60	\$ 383.97	\$ 4,991.57	\$ 84,856.68
Det 5yr - 3%	\$ 1,550.59	\$ 38.76	\$ 58.15	\$ 387.65	\$ 5,039.41	\$ 85,669.92
Lieutenant 5yr	\$ 1,519.10	\$ 37.98	\$ 56.97	\$ 379.77	\$ 4,937.07	\$ 83,930.11
Det 1yr - 1%	\$ 1,533.83	\$ 38.35	\$ 57.52	\$ 383.46	\$ 4,984.94	\$ 84,743.95
Det 3yr - 2%	\$ 1,548.57	\$ 38.71	\$ 58.07	\$ 387.14	\$ 5,032.85	\$ 85,558.40
Det 5yr - 3%	\$ 1,563.30	\$ 39.08	\$ 58.62	\$ 390.82	\$ 5,080.72	\$ 86,372.24
Captain	\$ 1,742.16	\$ 43.55	\$ 65.33	\$ 435.54	\$ 5,662.01	\$ 96,254.10
Det 1yr - 1%	\$ 1,759.24	\$ 43.98	\$ 65.97	\$ 439.81	\$ 5,717.54	\$ 97,198.16
Det 3yr - 2%	\$ 1,776.34	\$ 44.41	\$ 66.61	\$ 444.09	\$ 5,773.11	\$ 98,142.82
Det 5yr - 3%	\$ 1,793.44	\$ 44.84	\$ 67.25	\$ 448.36	\$ 5,828.68	\$ 99,087.48
Captain 5yr	\$ 1,756.89	\$ 43.92	\$ 65.88	\$ 439.22	\$ 5,709.88	\$ 97,067.94
Det 1yr - 1%	\$ 1,773.98	\$ 44.35	\$ 66.52	\$ 443.50	\$ 5,765.45	\$ 98,012.60
Det 3yr - 2%	\$ 1,791.08	\$ 44.78	\$ 67.17	\$ 447.77	\$ 5,821.02	\$ 98,957.26
Det 5yr - 3%	\$ 1,808.17	\$ 45.20	\$ 67.81	\$ 452.04	\$ 5,876.55	\$ 99,901.32

Night No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 819.42	\$ 20.49	\$ 30.73	\$ 204.85	\$ 2,663.11	\$ 45,272.94
Step 2	\$ 890.99	\$ 22.27	\$ 33.41	\$ 222.75	\$ 2,895.71	\$ 49,227.05
Step 3	\$ 951.62	\$ 23.79	\$ 35.69	\$ 237.91	\$ 3,092.78	\$ 52,577.19
Step 4	\$ 1,015.32	\$ 25.38	\$ 38.07	\$ 253.83	\$ 3,299.81	\$ 56,096.70
Step 5	\$ 1,100.17	\$ 27.50	\$ 41.26	\$ 275.04	\$ 3,575.55	\$ 60,784.32
Sergeant	\$ 1,271.31	\$ 31.78	\$ 47.67	\$ 317.83	\$ 4,131.75	\$ 70,239.76
Sergeant 5yr	\$ 1,282.01	\$ 32.05	\$ 48.08	\$ 320.50	\$ 4,166.52	\$ 70,830.83
Lieutenant	\$ 1,469.82	\$ 36.75	\$ 55.12	\$ 367.46	\$ 4,776.92	\$ 81,207.64
Lieutenant 5yr	\$ 1,482.22	\$ 37.06	\$ 55.58	\$ 370.56	\$ 4,817.23	\$ 81,892.92
Captain	\$ 1,700.10	\$ 42.50	\$ 63.75	\$ 425.03	\$ 5,525.34	\$ 93,930.78
Captain 5yr	\$ 1,714.50	\$ 42.86	\$ 64.29	\$ 428.62	\$ 5,572.12	\$ 94,725.98

Night Associate's +7.5%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 880.88	\$ 22.02	\$ 33.03	\$ 220.22	\$ 2,862.85	\$ 48,668.41
Step 2	\$ 957.81	\$ 23.95	\$ 35.92	\$ 239.45	\$ 3,112.89	\$ 52,919.08
Step 3	\$ 1,023.00	\$ 25.57	\$ 38.36	\$ 255.75	\$ 3,324.73	\$ 56,520.48
Step 4	\$ 1,091.47	\$ 27.29	\$ 40.93	\$ 272.87	\$ 3,547.29	\$ 60,303.95
Step 5	\$ 1,182.68	\$ 29.57	\$ 44.35	\$ 295.67	\$ 3,843.71	\$ 65,343.14
Sergeant	\$ 1,366.66	\$ 34.17	\$ 51.25	\$ 341.66	\$ 4,441.63	\$ 75,507.74
Sergeant 5yr	\$ 1,378.16	\$ 34.45	\$ 51.68	\$ 344.54	\$ 4,479.01	\$ 76,143.14
Lieutenant	\$ 1,580.06	\$ 39.50	\$ 59.25	\$ 395.01	\$ 5,135.19	\$ 87,298.21
Lieutenant 5yr	\$ 1,593.39	\$ 39.83	\$ 59.75	\$ 398.35	\$ 5,178.52	\$ 88,034.89
Captain	\$ 1,827.61	\$ 45.69	\$ 68.54	\$ 456.90	\$ 5,939.74	\$ 100,975.59
Captain 5yr	\$ 1,843.08	\$ 46.08	\$ 69.12	\$ 460.77	\$ 5,990.03	\$ 101,830.43

Police Pay Rates

Effective 3/16/14 - Quinn Increase Only (75%)

Day Bachelor's +15%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 899.12	\$ 22.48	\$ 33.72	\$ 224.78	\$ 2,922.14	\$ 49,676.44
Det 1yr - 1%	\$ 907.77	\$ 22.69	\$ 34.04	\$ 226.94	\$ 2,950.25	\$ 50,154.31
Det 3yr - 2%	\$ 916.41	\$ 22.91	\$ 34.37	\$ 229.10	\$ 2,978.33	\$ 50,631.54
Det 5yr - 3%	\$ 925.05	\$ 23.13	\$ 34.69	\$ 231.26	\$ 3,006.40	\$ 51,108.77
Step 2	\$ 977.53	\$ 24.44	\$ 36.66	\$ 244.38	\$ 3,176.96	\$ 54,008.27
Det 1yr - 1%	\$ 986.94	\$ 24.67	\$ 37.01	\$ 246.74	\$ 3,207.57	\$ 54,528.71
Det 3yr - 2%	\$ 996.38	\$ 24.91	\$ 37.36	\$ 249.09	\$ 3,238.22	\$ 55,049.79
Det 5yr - 3%	\$ 1,005.80	\$ 25.14	\$ 37.72	\$ 251.45	\$ 3,268.84	\$ 55,570.23
Step 3	\$ 1,043.94	\$ 26.10	\$ 39.15	\$ 260.99	\$ 3,392.81	\$ 57,677.78
Det 1yr - 1%	\$ 1,054.03	\$ 26.35	\$ 39.53	\$ 263.51	\$ 3,425.59	\$ 58,234.98
Det 3yr - 2%	\$ 1,064.11	\$ 26.60	\$ 39.90	\$ 266.03	\$ 3,458.36	\$ 58,792.18
Det 5yr - 3%	\$ 1,074.20	\$ 26.85	\$ 40.28	\$ 268.55	\$ 3,491.14	\$ 59,349.37
Step 4	\$ 1,113.70	\$ 27.84	\$ 41.76	\$ 278.42	\$ 3,619.51	\$ 61,531.74
Det 1yr - 1%	\$ 1,124.48	\$ 28.11	\$ 42.17	\$ 281.12	\$ 3,654.57	\$ 62,127.63
Det 3yr - 2%	\$ 1,135.27	\$ 28.38	\$ 42.57	\$ 283.82	\$ 3,689.62	\$ 62,723.52
Det 5yr - 3%	\$ 1,146.05	\$ 28.65	\$ 42.98	\$ 286.51	\$ 3,724.67	\$ 63,319.41
Step 5	\$ 1,206.62	\$ 30.17	\$ 45.25	\$ 301.66	\$ 3,921.52	\$ 66,665.83
Det 1yr - 1%	\$ 1,218.34	\$ 30.46	\$ 45.69	\$ 304.59	\$ 3,959.61	\$ 67,313.31
Det 3yr - 2%	\$ 1,230.05	\$ 30.75	\$ 46.13	\$ 307.51	\$ 3,997.66	\$ 67,960.15
Det 5yr - 3%	\$ 1,241.77	\$ 31.04	\$ 46.57	\$ 310.44	\$ 4,035.74	\$ 68,607.64
Sergeant	\$ 1,394.06	\$ 34.85	\$ 52.28	\$ 348.51	\$ 4,530.69	\$ 77,021.72
Det 1yr - 1%	\$ 1,407.66	\$ 35.19	\$ 52.79	\$ 351.91	\$ 4,574.88	\$ 77,773.04
Det 3yr - 2%	\$ 1,421.23	\$ 35.53	\$ 53.30	\$ 355.31	\$ 4,619.00	\$ 78,523.06
Det 5yr - 3%	\$ 1,434.83	\$ 35.87	\$ 53.81	\$ 358.71	\$ 4,663.20	\$ 79,274.38
Sergeant 5yr	\$ 1,405.78	\$ 35.14	\$ 52.72	\$ 351.44	\$ 4,568.78	\$ 77,669.21
Det 1yr - 1%	\$ 1,419.36	\$ 35.48	\$ 53.23	\$ 354.84	\$ 4,612.93	\$ 78,419.88
Det 3yr - 2%	\$ 1,432.95	\$ 35.82	\$ 53.74	\$ 358.24	\$ 4,657.09	\$ 79,170.55
Det 5yr - 3%	\$ 1,446.54	\$ 36.16	\$ 54.25	\$ 361.63	\$ 4,701.25	\$ 79,921.22
Lieutenant	\$ 1,611.48	\$ 40.29	\$ 60.43	\$ 402.87	\$ 5,237.32	\$ 89,034.38
Det 1yr - 1%	\$ 1,627.25	\$ 40.68	\$ 61.02	\$ 406.81	\$ 5,288.57	\$ 89,905.65
Det 3yr - 2%	\$ 1,643.02	\$ 41.08	\$ 61.61	\$ 410.76	\$ 5,339.82	\$ 90,776.92
Det 5yr - 3%	\$ 1,658.77	\$ 41.47	\$ 62.20	\$ 414.69	\$ 5,390.99	\$ 91,646.89
Lieutenant 5yr	\$ 1,625.08	\$ 40.63	\$ 60.94	\$ 406.27	\$ 5,281.51	\$ 89,785.70
Det 1yr - 1%	\$ 1,640.84	\$ 41.02	\$ 61.53	\$ 410.21	\$ 5,332.72	\$ 90,656.32
Det 3yr - 2%	\$ 1,656.61	\$ 41.42	\$ 62.12	\$ 414.15	\$ 5,383.98	\$ 91,527.59
Det 5yr - 3%	\$ 1,672.37	\$ 41.81	\$ 62.71	\$ 418.09	\$ 5,435.19	\$ 92,398.21
Captain	\$ 1,863.70	\$ 46.59	\$ 69.89	\$ 465.93	\$ 6,057.03	\$ 102,969.50
Det 1yr - 1%	\$ 1,881.98	\$ 47.05	\$ 70.57	\$ 470.50	\$ 6,116.44	\$ 103,979.42
Det 3yr - 2%	\$ 1,900.27	\$ 47.51	\$ 71.26	\$ 475.07	\$ 6,175.88	\$ 104,989.99
Det 5yr - 3%	\$ 1,918.56	\$ 47.96	\$ 71.95	\$ 479.64	\$ 6,235.33	\$ 106,000.56
Captain 5yr	\$ 1,879.46	\$ 46.99	\$ 70.48	\$ 469.86	\$ 6,108.24	\$ 103,840.12
Det 1yr - 1%	\$ 1,897.75	\$ 47.44	\$ 71.17	\$ 474.44	\$ 6,167.69	\$ 104,850.69
Det 3yr - 2%	\$ 1,916.04	\$ 47.90	\$ 71.85	\$ 479.01	\$ 6,227.13	\$ 105,861.26
Det 5yr - 3%	\$ 1,934.32	\$ 48.36	\$ 72.54	\$ 483.58	\$ 6,286.54	\$ 106,871.18

Day Master's +18.75%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 928.44	\$ 23.21	\$ 34.82	\$ 232.11	\$ 3,017.43	\$ 51,296.32
Det 1yr - 1%	\$ 937.37	\$ 23.43	\$ 35.15	\$ 234.34	\$ 3,046.46	\$ 51,789.78
Det 3yr - 2%	\$ 946.29	\$ 23.66	\$ 35.49	\$ 236.57	\$ 3,075.45	\$ 52,282.57
Det 5yr - 3%	\$ 955.21	\$ 23.88	\$ 35.82	\$ 238.80	\$ 3,104.43	\$ 52,775.36
Step 2	\$ 1,009.40	\$ 25.24	\$ 37.85	\$ 252.35	\$ 3,280.55	\$ 55,769.41
Det 1yr - 1%	\$ 1,019.13	\$ 25.48	\$ 38.22	\$ 254.78	\$ 3,312.17	\$ 56,306.82
Det 3yr - 2%	\$ 1,028.87	\$ 25.72	\$ 38.58	\$ 257.22	\$ 3,343.82	\$ 56,844.89
Det 5yr - 3%	\$ 1,038.59	\$ 25.96	\$ 38.95	\$ 259.65	\$ 3,375.43	\$ 57,382.30
Step 3	\$ 1,077.98	\$ 26.95	\$ 40.42	\$ 269.50	\$ 3,503.45	\$ 59,558.58
Det 1yr - 1%	\$ 1,088.40	\$ 27.21	\$ 40.81	\$ 272.10	\$ 3,537.29	\$ 60,133.94
Det 3yr - 2%	\$ 1,098.81	\$ 27.47	\$ 41.21	\$ 274.70	\$ 3,571.14	\$ 60,709.31
Det 5yr - 3%	\$ 1,109.22	\$ 27.73	\$ 41.60	\$ 277.31	\$ 3,604.98	\$ 61,284.68
Step 4	\$ 1,150.01	\$ 28.75	\$ 43.13	\$ 287.50	\$ 3,737.54	\$ 63,538.21
Det 1yr - 1%	\$ 1,161.15	\$ 29.03	\$ 43.54	\$ 290.29	\$ 3,773.74	\$ 64,153.53
Det 3yr - 2%	\$ 1,172.29	\$ 29.31	\$ 43.96	\$ 293.07	\$ 3,809.93	\$ 64,768.85
Det 5yr - 3%	\$ 1,183.42	\$ 29.59	\$ 44.38	\$ 295.86	\$ 3,846.13	\$ 65,384.18
Step 5	\$ 1,245.97	\$ 31.15	\$ 46.72	\$ 311.49	\$ 4,049.39	\$ 68,839.71
Det 1yr - 1%	\$ 1,258.07	\$ 31.45	\$ 47.18	\$ 314.52	\$ 4,088.72	\$ 69,508.31
Det 3yr - 2%	\$ 1,270.16	\$ 31.75	\$ 47.63	\$ 317.54	\$ 4,128.01	\$ 70,176.25
Det 5yr - 3%	\$ 1,282.26	\$ 32.06	\$ 48.08	\$ 320.56	\$ 4,167.34	\$ 70,844.85
Sergeant	\$ 1,439.52	\$ 35.99	\$ 53.98	\$ 359.88	\$ 4,678.43	\$ 79,533.30
Det 1yr - 1%	\$ 1,453.56	\$ 36.34	\$ 54.51	\$ 363.39	\$ 4,724.07	\$ 80,309.12
Det 3yr - 2%	\$ 1,467.58	\$ 36.69	\$ 55.03	\$ 366.89	\$ 4,769.62	\$ 81,083.60
Det 5yr - 3%	\$ 1,481.62	\$ 37.04	\$ 55.56	\$ 370.40	\$ 4,815.26	\$ 81,859.41
Sergeant 5yr	\$ 1,451.62	\$ 36.29	\$ 54.44	\$ 362.90	\$ 4,717.76	\$ 80,201.90
Det 1yr - 1%	\$ 1,465.65	\$ 36.64	\$ 54.96	\$ 366.41	\$ 4,763.36	\$ 80,977.05
Det 3yr - 2%	\$ 1,479.68	\$ 36.99	\$ 55.49	\$ 369.92	\$ 4,808.95	\$ 81,752.20
Det 5yr - 3%	\$ 1,493.71	\$ 37.34	\$ 56.01	\$ 373.43	\$ 4,854.55	\$ 82,527.35
Lieutenant	\$ 1,664.03	\$ 41.60	\$ 62.40	\$ 416.01	\$ 5,408.10	\$ 91,937.68
Det 1yr - 1%	\$ 1,680.31	\$ 42.01	\$ 63.01	\$ 420.08	\$ 5,461.02	\$ 92,837.35
Det 3yr - 2%	\$ 1,696.60	\$ 42.41	\$ 63.62	\$ 424.15	\$ 5,513.94	\$ 93,737.03
Det 5yr - 3%	\$ 1,712.86	\$ 42.82	\$ 64.23	\$ 428.21	\$ 5,566.79	\$ 94,635.38
Lieutenant 5yr	\$ 1,678.07	\$ 41.95	\$ 62.93	\$ 419.52	\$ 5,453.73	\$ 92,713.49
Det 1yr - 1%	\$ 1,694.34	\$ 42.36	\$ 63.54	\$ 423.59	\$ 5,506.62	\$ 93,612.50
Det 3yr - 2%	\$ 1,710.63	\$ 42.77	\$ 64.15	\$ 427.66	\$ 5,559.54	\$ 94,512.18
Det 5yr - 3%	\$ 1,726.90	\$ 43.17	\$ 64.76	\$ 431.72	\$ 5,612.42	\$ 95,411.19
Captain	\$ 1,924.47	\$ 48.11	\$ 72.17	\$ 481.12	\$ 6,254.54	\$ 106,327.20
Det 1yr - 1%	\$ 1,943.35	\$ 48.58	\$ 72.88	\$ 485.84	\$ 6,315.89	\$ 107,370.06
Det 3yr - 2%	\$ 1,962.24	\$ 49.06	\$ 73.58	\$ 490.56	\$ 6,377.27	\$ 108,413.58
Det 5yr - 3%	\$ 1,981.12	\$ 49.53	\$ 74.29	\$ 495.28	\$ 6,438.65	\$ 109,457.10
Captain 5yr	\$ 1,940.75	\$ 48.52	\$ 72.78	\$ 485.19	\$ 6,307.42	\$ 107,226.22
Det 1yr - 1%	\$ 1,959.63	\$ 48.99	\$ 73.49	\$ 489.91	\$ 6,368.81	\$ 108,269.74
Det 3yr - 2%	\$ 1,978.52	\$ 49.46	\$ 74.19	\$ 494.63	\$ 6,430.19	\$ 109,313.26
Det 5yr - 3%	\$ 1,997.40	\$ 49.93	\$ 74.90	\$ 499.35	\$ 6,491.54	\$ 110,356.11

Night Bachelor's +15%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 942.33	\$ 23.56	\$ 35.34	\$ 235.58	\$ 3,062.58	\$ 52,063.88
Step 2	\$ 1,024.64	\$ 25.62	\$ 38.42	\$ 256.16	\$ 3,330.07	\$ 56,611.11
Step 3	\$ 1,094.37	\$ 27.36	\$ 41.04	\$ 273.59	\$ 3,556.69	\$ 60,463.77
Step 4	\$ 1,167.62	\$ 29.19	\$ 43.79	\$ 291.91	\$ 3,794.78	\$ 64,511.20
Step 5	\$ 1,265.19	\$ 31.63	\$ 47.44	\$ 316.30	\$ 4,111.88	\$ 69,901.97
Sergeant	\$ 1,462.00	\$ 36.55	\$ 54.83	\$ 365.50	\$ 4,751.51	\$ 80,775.72
Sergeant 5yr	\$ 1,474.31	\$ 36.86	\$ 55.29	\$ 368.58	\$ 4,791.50	\$ 81,455.45
Lieutenant	\$ 1,690.29	\$ 42.26	\$ 63.39	\$ 422.57	\$ 5,493.46	\$ 93,388.78
Lieutenant 5yr	\$ 1,704.56	\$ 42.61	\$ 63.92	\$ 426.14	\$ 5,539.82	\$ 94,176.86
Captain	\$ 1,955.12	\$ 48.88	\$ 73.32	\$ 488.78	\$ 6,354.14	\$ 108,020.40
Captain 5yr	\$ 1,971.67	\$ 49.29	\$ 73.94	\$ 492.92	\$ 6,407.93	\$ 108,934.88

Night Master's +18.75%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 973.06	\$ 24.33	\$ 36.49	\$ 243.27	\$ 3,162.45	\$ 53,761.61
Step 2	\$ 1,058.05	\$ 26.45	\$ 39.68	\$ 264.51	\$ 3,438.65	\$ 58,457.12
Step 3	\$ 1,130.05	\$ 28.25	\$ 42.38	\$ 282.51	\$ 3,672.67	\$ 62,435.42
Step 4	\$ 1,205.70	\$ 30.14	\$ 45.21	\$ 301.42	\$ 3,918.52	\$ 66,614.83
Step 5	\$ 1,306.45	\$ 32.66	\$ 48.99	\$ 326.61	\$ 4,245.96	\$ 72,181.38
Sergeant	\$ 1,509.68	\$ 37.74	\$ 56.61	\$ 377.42	\$ 4,906.45	\$ 83,409.71
Sergeant 5yr	\$ 1,522.38	\$ 38.06	\$ 57.09	\$ 380.60	\$ 4,947.74	\$ 84,111.61
Lieutenant	\$ 1,745.41	\$ 43.64	\$ 65.45	\$ 436.35	\$ 5,672.59	\$ 96,434.07
Lieutenant 5yr	\$ 1,760.14	\$ 44.00	\$ 66.01	\$ 440.04	\$ 5,720.46	\$ 97,247.84
Captain	\$ 2,018.87	\$ 50.47	\$ 75.71	\$ 504.72	\$ 6,561.34	\$ 111,542.81
Captain 5yr	\$ 2,035.97	\$ 50.90	\$ 76.35	\$ 508.99	\$ 6,616.89	\$ 112,487.10

Police Pay Rates
Effective 7/1/14 - flat 1% & Quinn Increase (85%)

Day No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 789.66	\$ 19.74	\$ 29.61	\$ 197.41	\$ 2,566.39	\$ 43,628.63
Det 1yr - 1%	\$ 797.26	\$ 19.93	\$ 29.90	\$ 199.32	\$ 2,591.11	\$ 44,048.82
Det 3yr - 2%	\$ 804.85	\$ 20.12	\$ 30.18	\$ 201.21	\$ 2,615.76	\$ 44,467.90
Det 5yr - 3%	\$ 812.43	\$ 20.31	\$ 30.47	\$ 203.11	\$ 2,640.41	\$ 44,886.97
Step 2	\$ 858.52	\$ 21.46	\$ 32.19	\$ 214.63	\$ 2,790.19	\$ 47,433.24
Det 1yr - 1%	\$ 866.79	\$ 21.67	\$ 32.50	\$ 216.70	\$ 2,817.07	\$ 47,890.26
Det 3yr - 2%	\$ 875.07	\$ 21.88	\$ 32.82	\$ 218.77	\$ 2,843.99	\$ 48,347.84
Det 5yr - 3%	\$ 883.36	\$ 22.08	\$ 33.13	\$ 220.84	\$ 2,870.91	\$ 48,805.42
Step 3	\$ 916.86	\$ 22.92	\$ 34.38	\$ 229.21	\$ 2,979.79	\$ 50,656.39
Det 1yr - 1%	\$ 925.72	\$ 23.14	\$ 34.71	\$ 231.43	\$ 3,008.58	\$ 51,145.78
Det 3yr - 2%	\$ 934.56	\$ 23.36	\$ 35.05	\$ 233.64	\$ 3,037.33	\$ 51,634.61
Det 5yr - 3%	\$ 943.42	\$ 23.59	\$ 35.38	\$ 235.86	\$ 3,066.12	\$ 52,124.00
Step 4	\$ 978.11	\$ 24.45	\$ 36.68	\$ 244.53	\$ 3,178.87	\$ 54,040.82
Det 1yr - 1%	\$ 987.59	\$ 24.69	\$ 37.03	\$ 246.90	\$ 3,209.66	\$ 54,564.24
Det 3yr - 2%	\$ 997.06	\$ 24.93	\$ 37.39	\$ 249.27	\$ 3,240.45	\$ 55,087.67
Det 5yr - 3%	\$ 1,006.54	\$ 25.16	\$ 37.75	\$ 251.63	\$ 3,271.24	\$ 55,611.10
Step 5	\$ 1,059.73	\$ 26.49	\$ 39.74	\$ 264.93	\$ 3,444.13	\$ 58,550.22
Det 1yr - 1%	\$ 1,070.02	\$ 26.75	\$ 40.13	\$ 267.51	\$ 3,477.58	\$ 59,118.84
Det 3yr - 2%	\$ 1,080.31	\$ 27.01	\$ 40.51	\$ 270.08	\$ 3,510.99	\$ 59,686.91
Det 5yr - 3%	\$ 1,090.60	\$ 27.26	\$ 40.90	\$ 272.65	\$ 3,544.44	\$ 60,255.54
Sergeant	\$ 1,224.34	\$ 30.61	\$ 45.91	\$ 306.09	\$ 3,979.11	\$ 67,644.91
Det 1yr - 1%	\$ 1,236.29	\$ 30.91	\$ 46.36	\$ 309.07	\$ 4,017.94	\$ 68,305.05
Det 3yr - 2%	\$ 1,248.21	\$ 31.21	\$ 46.81	\$ 312.05	\$ 4,056.68	\$ 68,963.52
Det 5yr - 3%	\$ 1,260.16	\$ 31.50	\$ 47.26	\$ 315.04	\$ 4,095.51	\$ 69,623.66
Sergeant 5yr	\$ 1,234.64	\$ 30.87	\$ 46.30	\$ 308.66	\$ 4,012.59	\$ 68,214.09
Det 1yr - 1%	\$ 1,246.57	\$ 31.16	\$ 46.75	\$ 311.64	\$ 4,051.36	\$ 68,873.12
Det 3yr - 2%	\$ 1,258.50	\$ 31.46	\$ 47.19	\$ 314.63	\$ 4,090.13	\$ 69,532.15
Det 5yr - 3%	\$ 1,270.44	\$ 31.76	\$ 47.64	\$ 317.61	\$ 4,128.93	\$ 70,191.73
Lieutenant	\$ 1,415.30	\$ 35.38	\$ 53.07	\$ 353.83	\$ 4,599.73	\$ 78,195.49
Det 1yr - 1%	\$ 1,429.15	\$ 35.73	\$ 53.59	\$ 357.29	\$ 4,644.74	\$ 78,960.54
Det 3yr - 2%	\$ 1,443.00	\$ 36.07	\$ 54.11	\$ 360.75	\$ 4,689.74	\$ 79,725.59
Det 5yr - 3%	\$ 1,456.83	\$ 36.42	\$ 54.63	\$ 364.21	\$ 4,734.71	\$ 80,490.08
Lieutenant 5yr	\$ 1,427.24	\$ 35.68	\$ 53.52	\$ 356.81	\$ 4,638.53	\$ 78,855.07
Det 1yr - 1%	\$ 1,441.09	\$ 36.03	\$ 54.04	\$ 360.27	\$ 4,683.54	\$ 79,620.12
Det 3yr - 2%	\$ 1,454.94	\$ 36.37	\$ 54.56	\$ 363.73	\$ 4,728.54	\$ 80,385.18
Det 5yr - 3%	\$ 1,468.77	\$ 36.72	\$ 55.08	\$ 367.19	\$ 4,773.51	\$ 81,149.67
Captain	\$ 1,636.82	\$ 40.92	\$ 61.38	\$ 409.20	\$ 5,319.65	\$ 90,434.09
Det 1yr - 1%	\$ 1,652.87	\$ 41.32	\$ 61.98	\$ 413.22	\$ 5,371.81	\$ 91,320.79
Det 3yr - 2%	\$ 1,668.93	\$ 41.72	\$ 62.59	\$ 417.23	\$ 5,424.04	\$ 92,208.61
Det 5yr - 3%	\$ 1,684.99	\$ 42.12	\$ 63.19	\$ 421.25	\$ 5,476.23	\$ 93,095.87
Captain 5yr	\$ 1,650.65	\$ 41.27	\$ 61.90	\$ 412.66	\$ 5,364.62	\$ 91,198.58
Det 1yr - 1%	\$ 1,666.72	\$ 41.67	\$ 62.50	\$ 416.68	\$ 5,416.85	\$ 92,086.40
Det 3yr - 2%	\$ 1,682.78	\$ 42.07	\$ 63.10	\$ 420.70	\$ 5,469.04	\$ 92,973.66
Det 5yr - 3%	\$ 1,698.84	\$ 42.47	\$ 63.71	\$ 424.71	\$ 5,521.23	\$ 93,860.92

Day Associate's +8.5%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 856.78	\$ 21.42	\$ 32.13	\$ 214.19	\$ 2,784.53	\$ 47,337.06
Det 1yr - 1%	\$ 865.03	\$ 21.63	\$ 32.44	\$ 216.26	\$ 2,811.35	\$ 47,792.97
Det 3yr - 2%	\$ 873.26	\$ 21.83	\$ 32.75	\$ 218.32	\$ 2,838.10	\$ 48,247.67
Det 5yr - 3%	\$ 881.49	\$ 22.04	\$ 33.06	\$ 220.37	\$ 2,864.85	\$ 48,702.37
Step 2	\$ 931.49	\$ 23.29	\$ 34.93	\$ 232.87	\$ 3,027.36	\$ 51,465.07
Det 1yr - 1%	\$ 940.47	\$ 23.51	\$ 35.27	\$ 235.12	\$ 3,056.53	\$ 51,960.94
Det 3yr - 2%	\$ 949.46	\$ 23.74	\$ 35.60	\$ 237.36	\$ 3,085.73	\$ 52,457.41
Det 5yr - 3%	\$ 958.44	\$ 23.96	\$ 35.94	\$ 239.61	\$ 3,114.93	\$ 52,953.89
Step 3	\$ 994.79	\$ 24.87	\$ 37.30	\$ 248.70	\$ 3,233.07	\$ 54,962.19
Det 1yr - 1%	\$ 1,004.40	\$ 25.11	\$ 37.67	\$ 251.10	\$ 3,264.30	\$ 55,493.17
Det 3yr - 2%	\$ 1,014.00	\$ 25.35	\$ 38.03	\$ 253.50	\$ 3,295.50	\$ 56,023.55
Det 5yr - 3%	\$ 1,023.61	\$ 25.59	\$ 38.39	\$ 255.90	\$ 3,326.74	\$ 56,554.54
Step 4	\$ 1,061.25	\$ 26.53	\$ 39.80	\$ 265.31	\$ 3,449.08	\$ 58,634.28
Det 1yr - 1%	\$ 1,071.53	\$ 26.79	\$ 40.18	\$ 267.88	\$ 3,482.48	\$ 59,202.20
Det 3yr - 2%	\$ 1,081.81	\$ 27.05	\$ 40.57	\$ 270.45	\$ 3,515.89	\$ 59,770.12
Det 5yr - 3%	\$ 1,092.09	\$ 27.30	\$ 40.95	\$ 273.02	\$ 3,549.30	\$ 60,338.04
Step 5	\$ 1,149.81	\$ 28.75	\$ 43.12	\$ 287.45	\$ 3,736.88	\$ 63,526.98
Det 1yr - 1%	\$ 1,160.98	\$ 29.02	\$ 43.54	\$ 290.24	\$ 3,773.17	\$ 64,143.94
Det 3yr - 2%	\$ 1,172.13	\$ 29.30	\$ 43.95	\$ 293.03	\$ 3,809.43	\$ 64,760.30
Det 5yr - 3%	\$ 1,183.30	\$ 29.58	\$ 44.37	\$ 295.82	\$ 3,845.72	\$ 65,377.26
Sergeant	\$ 1,328.41	\$ 33.21	\$ 49.82	\$ 332.10	\$ 4,317.34	\$ 73,394.72
Det 1yr - 1%	\$ 1,341.38	\$ 33.53	\$ 50.30	\$ 335.34	\$ 4,359.47	\$ 74,110.98
Det 3yr - 2%	\$ 1,354.31	\$ 33.86	\$ 50.79	\$ 338.58	\$ 4,401.50	\$ 74,825.42
Det 5yr - 3%	\$ 1,367.27	\$ 34.18	\$ 51.27	\$ 341.82	\$ 4,443.63	\$ 75,541.67
Sergeant 5yr	\$ 1,339.59	\$ 33.49	\$ 50.23	\$ 334.90	\$ 4,353.66	\$ 74,012.29
Det 1yr - 1%	\$ 1,352.53	\$ 33.81	\$ 50.72	\$ 338.13	\$ 4,395.73	\$ 74,727.33
Det 3yr - 2%	\$ 1,365.47	\$ 34.14	\$ 51.21	\$ 341.37	\$ 4,437.79	\$ 75,442.38
Det 5yr - 3%	\$ 1,378.43	\$ 34.46	\$ 51.69	\$ 344.61	\$ 4,479.88	\$ 76,158.03
Lieutenant	\$ 1,535.60	\$ 38.39	\$ 57.59	\$ 383.90	\$ 4,990.71	\$ 84,842.10
Det 1yr - 1%	\$ 1,550.63	\$ 38.77	\$ 58.15	\$ 387.66	\$ 5,039.54	\$ 85,672.18
Det 3yr - 2%	\$ 1,565.65	\$ 39.14	\$ 58.71	\$ 391.41	\$ 5,088.37	\$ 86,502.26
Det 5yr - 3%	\$ 1,580.66	\$ 39.52	\$ 59.27	\$ 395.17	\$ 5,137.16	\$ 87,331.74
Lieutenant 5yr	\$ 1,548.56	\$ 38.71	\$ 58.07	\$ 387.14	\$ 5,032.81	\$ 85,557.75
Det 1yr - 1%	\$ 1,563.58	\$ 39.09	\$ 58.63	\$ 390.90	\$ 5,081.64	\$ 86,387.83
Det 3yr - 2%	\$ 1,578.60	\$ 39.47	\$ 59.20	\$ 394.65	\$ 5,130.47	\$ 87,217.92
Det 5yr - 3%	\$ 1,593.62	\$ 39.84	\$ 59.76	\$ 398.40	\$ 5,179.26	\$ 88,047.39
Captain	\$ 1,775.95	\$ 44.40	\$ 66.60	\$ 443.99	\$ 5,771.82	\$ 98,120.99
Det 1yr - 1%	\$ 1,793.36	\$ 44.83	\$ 67.25	\$ 448.34	\$ 5,828.42	\$ 99,083.06
Det 3yr - 2%	\$ 1,810.79	\$ 45.27	\$ 67.90	\$ 452.70	\$ 5,885.08	\$ 100,046.34
Det 5yr - 3%	\$ 1,828.22	\$ 45.71	\$ 68.56	\$ 457.05	\$ 5,941.71	\$ 101,009.02
Captain 5yr	\$ 1,790.96	\$ 44.77	\$ 67.16	\$ 447.74	\$ 5,820.62	\$ 98,950.46
Det 1yr - 1%	\$ 1,808.39	\$ 45.21	\$ 67.81	\$ 452.10	\$ 5,877.28	\$ 99,913.75
Det 3yr - 2%	\$ 1,825.82	\$ 45.65	\$ 68.47	\$ 456.45	\$ 5,933.91	\$ 100,876.42
Det 5yr - 3%	\$ 1,843.24	\$ 46.08	\$ 69.12	\$ 460.81	\$ 5,990.54	\$ 101,839.10

Night No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 827.61	\$ 20.69	\$ 31.04	\$ 206.90	\$ 2,689.75	\$ 45,725.68
Step 2	\$ 899.90	\$ 22.50	\$ 33.75	\$ 224.97	\$ 2,924.67	\$ 49,719.47
Step 3	\$ 961.14	\$ 24.03	\$ 36.04	\$ 240.28	\$ 3,123.69	\$ 53,102.78
Step 4	\$ 1,025.47	\$ 25.64	\$ 38.46	\$ 256.37	\$ 3,332.79	\$ 56,657.39
Step 5	\$ 1,111.17	\$ 27.78	\$ 41.67	\$ 277.79	\$ 3,611.31	\$ 61,392.24
Sergeant	\$ 1,284.02	\$ 32.10	\$ 48.15	\$ 321.01	\$ 4,173.08	\$ 70,942.28
Sergeant 5yr	\$ 1,294.83	\$ 32.37	\$ 48.56	\$ 323.71	\$ 4,208.20	\$ 71,539.36
Lieutenant	\$ 1,484.52	\$ 37.11	\$ 55.67	\$ 371.13	\$ 4,824.68	\$ 82,019.63
Lieutenant 5yr	\$ 1,497.04	\$ 37.43	\$ 56.14	\$ 374.26	\$ 4,865.39	\$ 82,711.58
Captain	\$ 1,717.10	\$ 42.93	\$ 64.39	\$ 429.28	\$ 5,580.58	\$ 94,869.83
Captain 5yr	\$ 1,731.65	\$ 43.29	\$ 64.94	\$ 432.91	\$ 5,627.85	\$ 95,673.39

Night Associate's +8.5%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 897.96	\$ 22.45	\$ 33.67	\$ 224.49	\$ 2,918.37	\$ 49,612.37
Step 2	\$ 976.39	\$ 24.41	\$ 36.61	\$ 244.10	\$ 3,173.27	\$ 53,945.62
Step 3	\$ 1,042.83	\$ 26.07	\$ 39.11	\$ 260.71	\$ 3,389.21	\$ 57,616.51
Step 4	\$ 1,112.64	\$ 27.82	\$ 41.72	\$ 278.16	\$ 3,616.07	\$ 61,473.27
Step 5	\$ 1,205.62	\$ 30.14	\$ 45.21	\$ 301.41	\$ 3,918.27	\$ 66,610.58
Sergeant	\$ 1,393.17	\$ 34.83	\$ 52.24	\$ 348.29	\$ 4,527.79	\$ 76,972.37
Sergeant 5yr	\$ 1,404.89	\$ 35.12	\$ 52.68	\$ 351.22	\$ 4,565.89	\$ 77,620.21
Lieutenant	\$ 1,610.70	\$ 40.27	\$ 60.40	\$ 402.68	\$ 5,234.78	\$ 88,991.30
Lieutenant 5yr	\$ 1,624.29	\$ 40.61	\$ 60.91	\$ 406.07	\$ 5,278.95	\$ 89,742.07
Captain	\$ 1,863.05	\$ 46.58	\$ 69.86	\$ 465.76	\$ 6,054.93	\$ 102,933.77
Captain 5yr	\$ 1,878.83	\$ 46.97	\$ 70.46	\$ 469.71	\$ 6,106.21	\$ 103,805.62

Police Pay Rates

Effective 7/1/14 - flat 1% & Quinn Increase (85%)

Day Bachelor's +17%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 923.90	\$ 23.10	\$ 34.65	\$ 230.98	\$ 3,002.68	\$ 51,045.49
Det 1yr - 1%	\$ 916.85	\$ 22.92	\$ 34.38	\$ 229.21	\$ 2,979.77	\$ 50,656.14
Det 3yr - 2%	\$ 925.58	\$ 23.14	\$ 34.71	\$ 231.39	\$ 3,008.12	\$ 51,138.08
Det 5yr - 3%	\$ 934.30	\$ 23.36	\$ 35.04	\$ 233.57	\$ 3,036.47	\$ 51,620.02
Step 2	\$ 1,004.47	\$ 25.11	\$ 37.67	\$ 251.12	\$ 3,264.52	\$ 55,496.89
Det 1yr - 1%	\$ 1,014.15	\$ 25.35	\$ 38.03	\$ 253.54	\$ 3,295.98	\$ 56,031.61
Det 3yr - 2%	\$ 1,023.84	\$ 25.60	\$ 38.39	\$ 255.96	\$ 3,327.47	\$ 56,566.98
Det 5yr - 3%	\$ 1,033.53	\$ 25.84	\$ 38.76	\$ 258.38	\$ 3,358.96	\$ 57,102.35
Step 3	\$ 1,072.72	\$ 26.82	\$ 40.23	\$ 268.18	\$ 3,486.35	\$ 59,267.98
Det 1yr - 1%	\$ 1,083.09	\$ 27.08	\$ 40.62	\$ 270.77	\$ 3,520.03	\$ 59,840.56
Det 3yr - 2%	\$ 1,093.44	\$ 27.34	\$ 41.00	\$ 273.36	\$ 3,553.68	\$ 60,412.50
Det 5yr - 3%	\$ 1,103.80	\$ 27.60	\$ 41.39	\$ 275.95	\$ 3,587.36	\$ 60,985.08
Step 4	\$ 1,144.39	\$ 28.61	\$ 42.91	\$ 286.10	\$ 3,719.28	\$ 63,227.75
Det 1yr - 1%	\$ 1,155.48	\$ 28.89	\$ 43.33	\$ 288.87	\$ 3,755.30	\$ 63,840.16
Det 3yr - 2%	\$ 1,166.56	\$ 29.16	\$ 43.75	\$ 291.64	\$ 3,791.33	\$ 64,452.57
Det 5yr - 3%	\$ 1,177.65	\$ 29.44	\$ 44.16	\$ 294.41	\$ 3,827.35	\$ 65,064.98
Step 5	\$ 1,239.89	\$ 31.00	\$ 46.50	\$ 309.97	\$ 4,029.63	\$ 68,503.75
Det 1yr - 1%	\$ 1,251.93	\$ 31.30	\$ 46.95	\$ 312.98	\$ 4,068.77	\$ 69,169.05
Det 3yr - 2%	\$ 1,263.96	\$ 31.60	\$ 47.40	\$ 315.99	\$ 4,107.86	\$ 69,833.69
Det 5yr - 3%	\$ 1,276.00	\$ 31.90	\$ 47.85	\$ 319.00	\$ 4,147.00	\$ 70,498.98
Sergeant	\$ 1,432.48	\$ 35.81	\$ 53.72	\$ 358.12	\$ 4,655.56	\$ 79,144.54
Det 1yr - 1%	\$ 1,446.46	\$ 36.16	\$ 54.24	\$ 361.61	\$ 4,700.99	\$ 79,916.91
Det 3yr - 2%	\$ 1,460.40	\$ 36.51	\$ 54.77	\$ 365.10	\$ 4,746.31	\$ 80,687.32
Det 5yr - 3%	\$ 1,474.38	\$ 36.86	\$ 55.29	\$ 368.60	\$ 4,791.75	\$ 81,459.69
Sergeant 5yr	\$ 1,444.53	\$ 36.11	\$ 54.17	\$ 361.13	\$ 4,694.73	\$ 79,810.49
Det 1yr - 1%	\$ 1,458.49	\$ 36.46	\$ 54.69	\$ 364.62	\$ 4,740.09	\$ 80,581.55
Det 3yr - 2%	\$ 1,472.45	\$ 36.81	\$ 55.22	\$ 368.11	\$ 4,785.45	\$ 81,352.61
Det 5yr - 3%	\$ 1,486.41	\$ 37.16	\$ 55.74	\$ 371.60	\$ 4,830.84	\$ 82,124.33
Lieutenant	\$ 1,655.90	\$ 41.40	\$ 62.10	\$ 413.98	\$ 5,381.69	\$ 91,488.72
Det 1yr - 1%	\$ 1,672.11	\$ 41.80	\$ 62.70	\$ 418.03	\$ 5,434.34	\$ 92,383.83
Det 3yr - 2%	\$ 1,688.31	\$ 42.21	\$ 63.31	\$ 422.08	\$ 5,487.00	\$ 93,278.94
Det 5yr - 3%	\$ 1,704.50	\$ 42.61	\$ 63.92	\$ 426.12	\$ 5,539.61	\$ 94,173.40
Lieutenant 5yr	\$ 1,669.87	\$ 41.75	\$ 62.62	\$ 417.47	\$ 5,427.08	\$ 92,260.43
Det 1yr - 1%	\$ 1,686.07	\$ 42.15	\$ 63.23	\$ 421.52	\$ 5,479.74	\$ 93,155.54
Det 3yr - 2%	\$ 1,702.27	\$ 42.56	\$ 63.84	\$ 425.57	\$ 5,532.39	\$ 94,050.66
Det 5yr - 3%	\$ 1,718.46	\$ 42.96	\$ 64.44	\$ 429.62	\$ 5,585.01	\$ 94,945.11
Captain	\$ 1,915.07	\$ 47.88	\$ 71.82	\$ 478.77	\$ 6,223.99	\$ 105,807.88
Det 1yr - 1%	\$ 1,933.85	\$ 48.35	\$ 72.52	\$ 483.46	\$ 6,285.02	\$ 106,845.33
Det 3yr - 2%	\$ 1,952.65	\$ 48.82	\$ 73.22	\$ 488.16	\$ 6,346.12	\$ 107,884.07
Det 5yr - 3%	\$ 1,971.44	\$ 49.29	\$ 73.93	\$ 492.86	\$ 6,407.19	\$ 108,922.17
Captain 5yr	\$ 1,931.26	\$ 48.28	\$ 72.42	\$ 482.82	\$ 6,276.61	\$ 106,702.34
Det 1yr - 1%	\$ 1,950.06	\$ 48.75	\$ 73.13	\$ 487.52	\$ 6,337.71	\$ 107,741.09
Det 3yr - 2%	\$ 1,968.85	\$ 49.22	\$ 73.83	\$ 492.21	\$ 6,398.78	\$ 108,779.18
Det 5yr - 3%	\$ 1,987.64	\$ 49.69	\$ 74.54	\$ 496.91	\$ 6,459.84	\$ 109,817.28

Day Master's +21.25%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 957.46	\$ 23.94	\$ 35.90	\$ 239.37	\$ 3,111.75	\$ 52,899.71
Det 1yr - 1%	\$ 966.68	\$ 24.17	\$ 36.25	\$ 241.67	\$ 3,141.72	\$ 53,409.19
Det 3yr - 2%	\$ 975.88	\$ 24.40	\$ 36.60	\$ 243.97	\$ 3,171.61	\$ 53,917.32
Det 5yr - 3%	\$ 985.08	\$ 24.63	\$ 36.94	\$ 246.27	\$ 3,201.50	\$ 54,425.45
Step 2	\$ 1,040.96	\$ 26.02	\$ 39.04	\$ 260.24	\$ 3,383.11	\$ 57,512.80
Det 1yr - 1%	\$ 1,050.99	\$ 26.27	\$ 39.41	\$ 262.75	\$ 3,415.70	\$ 58,066.94
Det 3yr - 2%	\$ 1,061.03	\$ 26.53	\$ 39.79	\$ 265.26	\$ 3,448.34	\$ 58,621.76
Det 5yr - 3%	\$ 1,071.07	\$ 26.78	\$ 40.17	\$ 267.77	\$ 3,480.98	\$ 59,176.58
Step 3	\$ 1,111.69	\$ 27.79	\$ 41.69	\$ 277.92	\$ 3,612.99	\$ 61,420.88
Det 1yr - 1%	\$ 1,122.43	\$ 28.06	\$ 42.09	\$ 280.61	\$ 3,647.90	\$ 62,014.26
Det 3yr - 2%	\$ 1,133.16	\$ 28.33	\$ 42.49	\$ 283.29	\$ 3,682.76	\$ 62,606.97
Det 5yr - 3%	\$ 1,143.90	\$ 28.60	\$ 42.90	\$ 285.97	\$ 3,717.67	\$ 63,200.35
Step 4	\$ 1,185.96	\$ 29.65	\$ 44.47	\$ 296.49	\$ 3,854.38	\$ 65,524.49
Det 1yr - 1%	\$ 1,197.45	\$ 29.94	\$ 44.90	\$ 299.36	\$ 3,891.71	\$ 66,159.14
Det 3yr - 2%	\$ 1,208.94	\$ 30.22	\$ 45.34	\$ 302.23	\$ 3,929.05	\$ 66,793.80
Det 5yr - 3%	\$ 1,220.42	\$ 30.51	\$ 45.77	\$ 305.11	\$ 3,966.38	\$ 67,428.46
Step 5	\$ 1,284.93	\$ 32.12	\$ 48.18	\$ 321.23	\$ 4,176.01	\$ 70,992.14
Det 1yr - 1%	\$ 1,297.40	\$ 32.44	\$ 48.65	\$ 324.35	\$ 4,216.56	\$ 71,681.60
Det 3yr - 2%	\$ 1,309.87	\$ 32.75	\$ 49.12	\$ 327.47	\$ 4,257.08	\$ 72,370.38
Det 5yr - 3%	\$ 1,322.35	\$ 33.06	\$ 49.59	\$ 330.59	\$ 4,297.64	\$ 73,059.84
Sergeant	\$ 1,484.51	\$ 37.11	\$ 55.67	\$ 371.13	\$ 4,824.67	\$ 82,019.45
Det 1yr - 1%	\$ 1,499.00	\$ 37.48	\$ 56.21	\$ 374.75	\$ 4,871.76	\$ 82,819.87
Det 3yr - 2%	\$ 1,513.45	\$ 37.84	\$ 56.75	\$ 378.36	\$ 4,918.72	\$ 83,618.27
Det 5yr - 3%	\$ 1,527.94	\$ 38.20	\$ 57.30	\$ 381.99	\$ 4,965.81	\$ 84,418.69
Sergeant 5yr	\$ 1,497.01	\$ 37.43	\$ 56.14	\$ 374.25	\$ 4,865.27	\$ 82,709.59
Det 1yr - 1%	\$ 1,511.47	\$ 37.79	\$ 56.68	\$ 377.87	\$ 4,912.27	\$ 83,508.66
Det 3yr - 2%	\$ 1,525.93	\$ 38.15	\$ 57.22	\$ 381.48	\$ 4,959.28	\$ 84,307.73
Det 5yr - 3%	\$ 1,540.41	\$ 38.51	\$ 57.77	\$ 385.10	\$ 5,006.32	\$ 85,107.48
Lieutenant	\$ 1,716.05	\$ 42.90	\$ 64.35	\$ 429.01	\$ 5,577.18	\$ 94,812.03
Det 1yr - 1%	\$ 1,732.84	\$ 43.32	\$ 64.98	\$ 433.21	\$ 5,631.74	\$ 95,739.65
Det 3yr - 2%	\$ 1,749.63	\$ 43.74	\$ 65.61	\$ 437.41	\$ 5,686.31	\$ 96,667.28
Det 5yr - 3%	\$ 1,766.41	\$ 44.16	\$ 66.24	\$ 441.60	\$ 5,740.84	\$ 97,594.23
Lieutenant 5yr	\$ 1,730.53	\$ 43.26	\$ 64.89	\$ 432.63	\$ 5,624.22	\$ 95,611.77
Det 1yr - 1%	\$ 1,747.32	\$ 43.68	\$ 65.52	\$ 436.83	\$ 5,678.79	\$ 96,539.40
Det 3yr - 2%	\$ 1,764.11	\$ 44.10	\$ 66.15	\$ 441.03	\$ 5,733.35	\$ 97,467.03
Det 5yr - 3%	\$ 1,780.89	\$ 44.52	\$ 66.78	\$ 445.22	\$ 5,787.88	\$ 98,393.97
Captain	\$ 1,984.64	\$ 49.62	\$ 74.42	\$ 496.16	\$ 6,450.08	\$ 109,651.33
Det 1yr - 1%	\$ 2,004.10	\$ 50.10	\$ 75.15	\$ 501.02	\$ 6,513.32	\$ 110,726.46
Det 3yr - 2%	\$ 2,023.58	\$ 50.59	\$ 75.88	\$ 505.90	\$ 6,576.64	\$ 111,802.94
Det 5yr - 3%	\$ 2,043.05	\$ 51.08	\$ 76.61	\$ 510.76	\$ 6,639.93	\$ 112,878.74
Captain 5yr	\$ 2,001.42	\$ 50.04	\$ 75.05	\$ 500.35	\$ 6,504.60	\$ 110,578.28
Det 1yr - 1%	\$ 2,020.90	\$ 50.52	\$ 75.78	\$ 505.23	\$ 6,567.93	\$ 111,654.76
Det 3yr - 2%	\$ 2,040.37	\$ 51.01	\$ 76.51	\$ 510.09	\$ 6,631.21	\$ 112,730.56
Det 5yr - 3%	\$ 2,059.84	\$ 51.50	\$ 77.24	\$ 514.96	\$ 6,694.49	\$ 113,806.37

Night Bachelor's +17%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 968.31	\$ 24.21	\$ 36.31	\$ 242.08	\$ 3,147.00	\$ 53,499.05
Step 2	\$ 1,052.88	\$ 26.32	\$ 39.48	\$ 263.22	\$ 3,421.87	\$ 58,171.78
Step 3	\$ 1,124.53	\$ 28.11	\$ 42.17	\$ 281.13	\$ 3,654.72	\$ 62,130.25
Step 4	\$ 1,199.80	\$ 30.00	\$ 44.99	\$ 299.95	\$ 3,899.36	\$ 66,289.15
Step 5	\$ 1,300.07	\$ 32.50	\$ 48.75	\$ 325.02	\$ 4,225.23	\$ 71,828.92
Sergeant	\$ 1,502.31	\$ 37.56	\$ 56.34	\$ 375.58	\$ 4,882.50	\$ 83,002.46
Sergeant 5yr	\$ 1,514.95	\$ 37.87	\$ 56.81	\$ 378.74	\$ 4,923.59	\$ 83,701.05
Lieutenant	\$ 1,736.89	\$ 43.42	\$ 65.13	\$ 434.22	\$ 5,644.88	\$ 95,962.97
Lieutenant 5yr	\$ 1,751.54	\$ 43.79	\$ 65.68	\$ 437.88	\$ 5,692.50	\$ 96,772.55
Captain	\$ 2,009.01	\$ 50.23	\$ 75.34	\$ 502.25	\$ 6,529.28	\$ 110,997.70
Captain 5yr	\$ 2,026.02	\$ 50.65	\$ 75.98	\$ 506.51	\$ 6,584.58	\$ 111,937.86

Night Master's +21.25%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 1,003.48	\$ 25.09	\$ 37.63	\$ 250.87	\$ 3,261.32	\$ 55,442.39
Step 2	\$ 1,091.13	\$ 27.28	\$ 40.92	\$ 272.78	\$ 3,546.17	\$ 60,284.86
Step 3	\$ 1,165.38	\$ 29.13	\$ 43.70	\$ 291.34	\$ 3,787.48	\$ 64,387.11
Step 4	\$ 1,243.39	\$ 31.08	\$ 46.63	\$ 310.85	\$ 4,041.01	\$ 68,697.09
Step 5	\$ 1,347.30	\$ 33.68	\$ 50.52	\$ 336.82	\$ 4,378.71	\$ 74,438.09
Sergeant	\$ 1,556.88	\$ 38.92	\$ 58.38	\$ 389.22	\$ 5,059.85	\$ 86,017.51
Sergeant 5yr	\$ 1,569.98	\$ 39.25	\$ 58.87	\$ 392.50	\$ 5,102.44	\$ 86,741.48
Lieutenant	\$ 1,799.98	\$ 45.00	\$ 67.50	\$ 449.99	\$ 5,849.93	\$ 99,448.80
Lieutenant 5yr	\$ 1,815.16	\$ 45.38	\$ 68.07	\$ 453.79	\$ 5,899.28	\$ 100,287.79
Captain	\$ 2,081.98	\$ 52.05	\$ 78.07	\$ 520.50	\$ 6,766.45	\$ 115,029.67
Captain 5yr	\$ 2,099.62	\$ 52.49	\$ 78.74	\$ 524.90	\$ 6,823.76	\$ 116,003.98

Police Pay Rates

Effective 1/1/15 - flat 1.5% No Quinn Increase

Day No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 801.50	\$ 20.04	\$ 30.06	\$ 200.38	\$ 2,604.89	\$ 44,283.15
Det 1yr - 1%	\$ 809.22	\$ 20.23	\$ 30.35	\$ 202.30	\$ 2,629.96	\$ 44,709.34
Det 3yr - 2%	\$ 816.92	\$ 20.42	\$ 30.63	\$ 204.23	\$ 2,655.00	\$ 45,134.98
Det 5yr - 3%	\$ 824.62	\$ 20.62	\$ 30.92	\$ 206.15	\$ 2,680.00	\$ 45,560.06
Step 2	\$ 871.40	\$ 21.78	\$ 32.68	\$ 217.85	\$ 2,832.04	\$ 48,144.73
Det 1yr - 1%	\$ 879.79	\$ 21.99	\$ 32.99	\$ 219.95	\$ 2,859.32	\$ 48,608.50
Det 3yr - 2%	\$ 888.20	\$ 22.20	\$ 33.31	\$ 222.05	\$ 2,886.64	\$ 49,072.83
Det 5yr - 3%	\$ 896.61	\$ 22.42	\$ 33.62	\$ 224.15	\$ 2,913.98	\$ 49,537.72
Step 3	\$ 930.61	\$ 23.27	\$ 34.90	\$ 232.65	\$ 3,024.49	\$ 51,416.36
Det 1yr - 1%	\$ 939.61	\$ 23.49	\$ 35.24	\$ 234.90	\$ 3,053.72	\$ 51,913.22
Det 3yr - 2%	\$ 948.58	\$ 23.71	\$ 35.57	\$ 237.14	\$ 3,082.88	\$ 52,408.96
Det 5yr - 3%	\$ 957.57	\$ 23.94	\$ 35.91	\$ 239.39	\$ 3,112.11	\$ 52,905.81
Step 4	\$ 992.78	\$ 24.82	\$ 37.23	\$ 248.20	\$ 3,226.54	\$ 54,851.19
Det 1yr - 1%	\$ 1,002.40	\$ 25.06	\$ 37.59	\$ 250.60	\$ 3,257.81	\$ 55,382.81
Det 3yr - 2%	\$ 1,012.02	\$ 25.30	\$ 37.95	\$ 253.00	\$ 3,289.05	\$ 55,913.88
Det 5yr - 3%	\$ 1,021.64	\$ 25.54	\$ 38.31	\$ 255.41	\$ 3,320.32	\$ 56,445.51
Step 5	\$ 1,075.63	\$ 26.89	\$ 40.34	\$ 268.91	\$ 3,495.78	\$ 59,428.33
Det 1yr - 1%	\$ 1,086.07	\$ 27.15	\$ 40.73	\$ 271.52	\$ 3,529.73	\$ 60,005.38
Det 3yr - 2%	\$ 1,096.51	\$ 27.41	\$ 41.12	\$ 274.13	\$ 3,563.67	\$ 60,582.43
Det 5yr - 3%	\$ 1,106.96	\$ 27.67	\$ 41.51	\$ 276.74	\$ 3,597.62	\$ 61,159.48
Sergeant	\$ 1,242.71	\$ 31.07	\$ 46.60	\$ 310.68	\$ 4,038.79	\$ 68,659.46
Det 1yr - 1%	\$ 1,254.83	\$ 31.37	\$ 47.06	\$ 313.71	\$ 4,078.21	\$ 69,329.60
Det 3yr - 2%	\$ 1,266.93	\$ 31.67	\$ 47.51	\$ 316.73	\$ 4,117.53	\$ 69,998.06
Det 5yr - 3%	\$ 1,279.06	\$ 31.98	\$ 47.96	\$ 319.77	\$ 4,156.95	\$ 70,668.20
Sergeant 5yr	\$ 1,253.16	\$ 31.33	\$ 46.99	\$ 313.29	\$ 4,072.77	\$ 69,237.07
Det 1yr - 1%	\$ 1,265.27	\$ 31.63	\$ 47.45	\$ 316.32	\$ 4,112.12	\$ 69,906.09
Det 3yr - 2%	\$ 1,277.38	\$ 31.93	\$ 47.90	\$ 319.34	\$ 4,151.48	\$ 70,575.11
Det 5yr - 3%	\$ 1,289.50	\$ 32.24	\$ 48.36	\$ 322.37	\$ 4,190.86	\$ 71,244.69
Lieutenant	\$ 1,436.53	\$ 35.91	\$ 53.87	\$ 359.13	\$ 4,668.72	\$ 79,368.25
Det 1yr - 1%	\$ 1,450.59	\$ 36.26	\$ 54.40	\$ 362.65	\$ 4,714.41	\$ 80,144.95
Det 3yr - 2%	\$ 1,464.65	\$ 36.62	\$ 54.92	\$ 366.16	\$ 4,760.10	\$ 80,921.64
Det 5yr - 3%	\$ 1,478.68	\$ 36.97	\$ 55.45	\$ 369.67	\$ 4,805.72	\$ 81,697.21
Lieutenant 5yr	\$ 1,448.65	\$ 36.22	\$ 54.32	\$ 362.16	\$ 4,708.11	\$ 80,037.84
Det 1yr - 1%	\$ 1,462.71	\$ 36.57	\$ 54.85	\$ 365.68	\$ 4,753.80	\$ 80,814.53
Det 3yr - 2%	\$ 1,476.76	\$ 36.92	\$ 55.38	\$ 369.19	\$ 4,799.48	\$ 81,591.22
Det 5yr - 3%	\$ 1,490.80	\$ 37.27	\$ 55.91	\$ 372.70	\$ 4,845.11	\$ 82,366.79
Captain	\$ 1,661.37	\$ 41.53	\$ 62.30	\$ 415.34	\$ 5,399.46	\$ 91,790.82
Det 1yr - 1%	\$ 1,677.66	\$ 41.94	\$ 62.91	\$ 419.42	\$ 5,452.40	\$ 92,690.88
Det 3yr - 2%	\$ 1,693.96	\$ 42.35	\$ 63.52	\$ 423.49	\$ 5,505.38	\$ 93,591.51
Det 5yr - 3%	\$ 1,710.26	\$ 42.76	\$ 64.13	\$ 427.57	\$ 5,558.36	\$ 94,492.13
Captain 5yr	\$ 1,675.41	\$ 41.89	\$ 62.83	\$ 418.85	\$ 5,445.08	\$ 92,566.39
Det 1yr - 1%	\$ 1,691.72	\$ 42.29	\$ 63.44	\$ 422.93	\$ 5,498.09	\$ 93,467.57
Det 3yr - 2%	\$ 1,708.02	\$ 42.70	\$ 64.05	\$ 427.01	\$ 5,551.07	\$ 94,368.20
Det 5yr - 3%	\$ 1,724.32	\$ 43.11	\$ 64.66	\$ 431.08	\$ 5,604.05	\$ 95,268.82

Day Associate's +8.5%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 869.63	\$ 21.74	\$ 32.61	\$ 217.41	\$ 2,826.31	\$ 48,047.21
Det 1yr - 1%	\$ 878.00	\$ 21.95	\$ 32.93	\$ 219.50	\$ 2,853.51	\$ 48,509.64
Det 3yr - 2%	\$ 886.36	\$ 22.16	\$ 33.24	\$ 221.59	\$ 2,880.67	\$ 48,971.46
Det 5yr - 3%	\$ 894.71	\$ 22.37	\$ 33.55	\$ 223.68	\$ 2,907.80	\$ 49,432.66
Step 2	\$ 945.47	\$ 23.64	\$ 35.45	\$ 236.37	\$ 3,072.77	\$ 52,237.03
Det 1yr - 1%	\$ 954.57	\$ 23.86	\$ 35.80	\$ 238.64	\$ 3,102.37	\$ 52,740.22
Det 3yr - 2%	\$ 963.69	\$ 24.09	\$ 36.14	\$ 240.92	\$ 3,132.00	\$ 53,244.02
Det 5yr - 3%	\$ 972.82	\$ 24.32	\$ 36.48	\$ 243.21	\$ 3,161.67	\$ 53,748.43
Step 3	\$ 1,009.71	\$ 25.24	\$ 37.86	\$ 252.43	\$ 3,281.57	\$ 55,786.75
Det 1yr - 1%	\$ 1,019.47	\$ 25.49	\$ 38.23	\$ 254.87	\$ 3,313.28	\$ 56,325.84
Det 3yr - 2%	\$ 1,029.21	\$ 25.73	\$ 38.60	\$ 257.30	\$ 3,344.92	\$ 56,863.72
Det 5yr - 3%	\$ 1,038.96	\$ 25.97	\$ 38.96	\$ 259.74	\$ 3,376.64	\$ 57,402.81
Step 4	\$ 1,077.17	\$ 26.93	\$ 40.39	\$ 269.29	\$ 3,500.80	\$ 59,513.54
Det 1yr - 1%	\$ 1,087.61	\$ 27.19	\$ 40.79	\$ 271.90	\$ 3,534.73	\$ 60,090.35
Det 3yr - 2%	\$ 1,098.04	\$ 27.45	\$ 41.18	\$ 274.51	\$ 3,568.62	\$ 60,666.56
Det 5yr - 3%	\$ 1,108.48	\$ 27.71	\$ 41.57	\$ 277.12	\$ 3,602.55	\$ 61,243.37
Step 5	\$ 1,167.05	\$ 29.18	\$ 43.76	\$ 291.76	\$ 3,792.93	\$ 64,479.74
Det 1yr - 1%	\$ 1,178.39	\$ 29.46	\$ 44.19	\$ 294.60	\$ 3,829.76	\$ 65,105.84
Det 3yr - 2%	\$ 1,189.72	\$ 29.74	\$ 44.61	\$ 297.43	\$ 3,866.58	\$ 65,731.94
Det 5yr - 3%	\$ 1,201.05	\$ 30.03	\$ 45.04	\$ 300.26	\$ 3,903.41	\$ 66,358.04
Sergeant	\$ 1,348.34	\$ 33.71	\$ 50.56	\$ 337.08	\$ 4,382.09	\$ 74,495.51
Det 1yr - 1%	\$ 1,361.50	\$ 34.04	\$ 51.06	\$ 340.37	\$ 4,424.86	\$ 75,222.61
Det 3yr - 2%	\$ 1,374.62	\$ 34.37	\$ 51.55	\$ 343.66	\$ 4,467.52	\$ 75,947.89
Det 5yr - 3%	\$ 1,387.78	\$ 34.69	\$ 52.04	\$ 346.95	\$ 4,510.29	\$ 76,674.99
Sergeant 5yr	\$ 1,359.68	\$ 33.99	\$ 50.99	\$ 339.92	\$ 4,418.95	\$ 75,122.22
Det 1yr - 1%	\$ 1,372.82	\$ 34.32	\$ 51.48	\$ 343.20	\$ 4,461.65	\$ 75,848.10
Det 3yr - 2%	\$ 1,385.95	\$ 34.65	\$ 51.97	\$ 346.49	\$ 4,504.35	\$ 76,573.99
Det 5yr - 3%	\$ 1,399.10	\$ 34.98	\$ 52.47	\$ 349.78	\$ 4,547.09	\$ 77,300.49
Lieutenant	\$ 1,558.63	\$ 38.97	\$ 58.45	\$ 389.66	\$ 5,065.56	\$ 86,114.56
Det 1yr - 1%	\$ 1,573.89	\$ 39.35	\$ 59.02	\$ 393.47	\$ 5,115.13	\$ 86,957.27
Det 3yr - 2%	\$ 1,589.14	\$ 39.73	\$ 59.59	\$ 397.28	\$ 5,164.70	\$ 87,799.98
Det 5yr - 3%	\$ 1,604.37	\$ 40.11	\$ 60.16	\$ 401.09	\$ 5,214.20	\$ 88,641.47
Lieutenant 5yr	\$ 1,571.78	\$ 39.29	\$ 58.94	\$ 392.95	\$ 5,108.30	\$ 86,841.05
Det 1yr - 1%	\$ 1,587.04	\$ 39.68	\$ 59.51	\$ 396.76	\$ 5,157.87	\$ 87,683.76
Det 3yr - 2%	\$ 1,602.29	\$ 40.06	\$ 60.09	\$ 400.57	\$ 5,207.44	\$ 88,526.47
Det 5yr - 3%	\$ 1,617.52	\$ 40.44	\$ 60.66	\$ 404.38	\$ 5,256.94	\$ 89,367.96
Captain	\$ 1,802.59	\$ 45.06	\$ 67.60	\$ 450.65	\$ 5,858.41	\$ 99,593.04
Det 1yr - 1%	\$ 1,820.26	\$ 45.51	\$ 68.26	\$ 455.07	\$ 5,915.86	\$ 100,569.61
Det 3yr - 2%	\$ 1,837.95	\$ 45.95	\$ 68.92	\$ 459.49	\$ 5,973.34	\$ 101,546.79
Det 5yr - 3%	\$ 1,855.64	\$ 46.39	\$ 69.59	\$ 463.91	\$ 6,030.82	\$ 102,523.96
Captain 5yr	\$ 1,817.82	\$ 45.45	\$ 68.17	\$ 454.45	\$ 5,907.91	\$ 100,434.53
Det 1yr - 1%	\$ 1,835.52	\$ 45.89	\$ 68.83	\$ 458.88	\$ 5,965.43	\$ 101,412.32
Det 3yr - 2%	\$ 1,853.20	\$ 46.33	\$ 69.50	\$ 463.30	\$ 6,022.91	\$ 102,389.50
Det 5yr - 3%	\$ 1,870.89	\$ 46.77	\$ 70.16	\$ 467.72	\$ 6,080.39	\$ 103,366.67

Night No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 840.02	\$ 21.00	\$ 31.50	\$ 210.01	\$ 2,730.08	\$ 46,411.33
Step 2	\$ 913.40	\$ 22.83	\$ 34.25	\$ 228.35	\$ 2,968.55	\$ 50,465.27
Step 3	\$ 975.56	\$ 24.39	\$ 36.58	\$ 243.89	\$ 3,170.56	\$ 53,899.53
Step 4	\$ 1,040.85	\$ 26.02	\$ 39.03	\$ 260.21	\$ 3,382.77	\$ 57,507.08
Step 5	\$ 1,127.84	\$ 28.20	\$ 42.29	\$ 281.96	\$ 3,665.47	\$ 62,313.02
Sergeant	\$ 1,303.28	\$ 32.58	\$ 48.87	\$ 325.82	\$ 4,235.66	\$ 72,006.24
Sergeant 5yr	\$ 1,314.25	\$ 32.86	\$ 49.28	\$ 328.56	\$ 4,271.32	\$ 72,612.45
Lieutenant	\$ 1,506.79	\$ 37.67	\$ 56.50	\$ 376.70	\$ 4,897.06	\$ 83,250.03
Lieutenant 5yr	\$ 1,519.50	\$ 37.99	\$ 56.98	\$ 379.87	\$ 4,938.36	\$ 83,952.13
Captain	\$ 1,742.86	\$ 43.57	\$ 65.36	\$ 435.71	\$ 5,664.28	\$ 96,292.82
Captain 5yr	\$ 1,757.62	\$ 43.94	\$ 65.91	\$ 439.41	\$ 5,712.28	\$ 97,108.77

Night Associate's +8.5%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 911.43	\$ 22.79	\$ 34.18	\$ 227.86	\$ 2,962.14	\$ 50,356.30
Step 2	\$ 991.04	\$ 24.78	\$ 37.16	\$ 247.76	\$ 3,220.87	\$ 54,754.81
Step 3	\$ 1,058.48	\$ 26.46	\$ 39.69	\$ 264.62	\$ 3,440.06	\$ 58,480.99
Step 4	\$ 1,129.32	\$ 28.23	\$ 42.35	\$ 282.33	\$ 3,670.30	\$ 62,395.18
Step 5	\$ 1,223.70	\$ 30.59	\$ 45.89	\$ 305.93	\$ 3,977.04	\$ 67,609.63
Sergeant	\$ 1,414.06	\$ 35.35	\$ 53.03	\$ 353.51	\$ 4,595.69	\$ 78,126.77
Sergeant 5yr	\$ 1,425.96	\$ 35.65	\$ 53.47	\$ 356.49	\$ 4,634.38	\$ 78,784.51
Lieutenant	\$ 1,634.86	\$ 40.87	\$ 61.31	\$ 408.72	\$ 5,313.31	\$ 90,326.28
Lieutenant 5yr	\$ 1,648.65	\$ 41.22	\$ 61.82	\$ 412.16	\$ 5,358.12	\$ 91,088.06
Captain	\$ 1,891.00	\$ 47.27	\$ 70.91	\$ 472.75	\$ 6,145.75	\$ 104,477.71
Captain 5yr	\$ 1,907.02	\$ 47.68	\$ 71.51	\$ 476.76	\$ 6,197.82	\$ 105,363.01

Police Pay Rates

Effective 1/1/15 - flat 1.5% No Quinn Increase

Day	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Bachelor's +17%						
Step 1	\$ 937.76	\$ 23.44	\$ 35.17	\$ 234.44	\$ 3,047.72	\$ 51,811.28
Det 1yr - 1%	\$ 930.60	\$ 23.27	\$ 34.90	\$ 232.65	\$ 3,024.46	\$ 51,415.75
Det 3yr - 2%	\$ 939.46	\$ 23.49	\$ 35.23	\$ 234.87	\$ 3,053.25	\$ 51,905.23
Det 5yr - 3%	\$ 948.31	\$ 23.71	\$ 35.56	\$ 237.08	\$ 3,082.00	\$ 52,394.07
Step 2	\$ 1,019.54	\$ 25.49	\$ 38.23	\$ 254.88	\$ 3,313.49	\$ 56,329.33
Det 1yr - 1%	\$ 1,029.36	\$ 25.73	\$ 38.60	\$ 257.34	\$ 3,345.41	\$ 56,871.94
Det 3yr - 2%	\$ 1,039.19	\$ 25.98	\$ 38.97	\$ 259.80	\$ 3,377.37	\$ 57,415.21
Det 5yr - 3%	\$ 1,049.03	\$ 26.23	\$ 39.34	\$ 262.26	\$ 3,409.36	\$ 57,959.14
Step 3	\$ 1,088.82	\$ 27.22	\$ 40.83	\$ 272.20	\$ 3,538.66	\$ 60,157.14
Det 1yr - 1%	\$ 1,099.34	\$ 27.48	\$ 41.23	\$ 274.83	\$ 3,572.85	\$ 60,738.47
Det 3yr - 2%	\$ 1,109.84	\$ 27.75	\$ 41.62	\$ 277.46	\$ 3,606.97	\$ 61,318.48
Det 5yr - 3%	\$ 1,120.36	\$ 28.01	\$ 42.01	\$ 280.09	\$ 3,641.16	\$ 61,899.80
Step 4	\$ 1,161.55	\$ 29.04	\$ 43.56	\$ 290.39	\$ 3,775.05	\$ 64,175.89
Det 1yr - 1%	\$ 1,172.81	\$ 29.32	\$ 43.98	\$ 293.20	\$ 3,811.64	\$ 64,797.89
Det 3yr - 2%	\$ 1,184.06	\$ 29.60	\$ 44.40	\$ 296.01	\$ 3,848.19	\$ 65,419.24
Det 5yr - 3%	\$ 1,195.32	\$ 29.88	\$ 44.82	\$ 298.83	\$ 3,884.78	\$ 66,041.24
Step 5	\$ 1,258.48	\$ 31.46	\$ 47.19	\$ 314.62	\$ 4,090.07	\$ 69,531.15
Det 1yr - 1%	\$ 1,270.70	\$ 31.77	\$ 47.65	\$ 317.68	\$ 4,129.78	\$ 70,206.30
Det 3yr - 2%	\$ 1,282.92	\$ 32.07	\$ 48.11	\$ 320.73	\$ 4,169.50	\$ 70,881.45
Det 5yr - 3%	\$ 1,295.14	\$ 32.38	\$ 48.57	\$ 323.79	\$ 4,209.21	\$ 71,556.60
Sergeant	\$ 1,453.96	\$ 36.35	\$ 54.52	\$ 363.49	\$ 4,725.39	\$ 80,331.56
Det 1yr - 1%	\$ 1,468.16	\$ 36.70	\$ 55.06	\$ 367.04	\$ 4,771.51	\$ 81,115.63
Det 3yr - 2%	\$ 1,482.31	\$ 37.06	\$ 55.59	\$ 370.58	\$ 4,817.51	\$ 81,897.73
Det 5yr - 3%	\$ 1,496.50	\$ 37.41	\$ 56.12	\$ 374.13	\$ 4,863.63	\$ 82,681.79
Sergeant 5yr	\$ 1,466.20	\$ 36.65	\$ 54.98	\$ 366.55	\$ 4,765.14	\$ 81,007.37
Det 1yr - 1%	\$ 1,480.36	\$ 37.01	\$ 55.51	\$ 370.09	\$ 4,811.18	\$ 81,790.12
Det 3yr - 2%	\$ 1,494.53	\$ 37.36	\$ 56.04	\$ 373.63	\$ 4,857.23	\$ 82,572.88
Det 5yr - 3%	\$ 1,508.71	\$ 37.72	\$ 56.58	\$ 377.18	\$ 4,903.31	\$ 83,356.28
Lieutenant	\$ 1,680.74	\$ 42.02	\$ 63.03	\$ 420.18	\$ 5,462.40	\$ 92,860.86
Det 1yr - 1%	\$ 1,697.19	\$ 42.43	\$ 63.64	\$ 424.30	\$ 5,515.86	\$ 93,769.59
Det 3yr - 2%	\$ 1,713.63	\$ 42.84	\$ 64.26	\$ 428.41	\$ 5,569.31	\$ 94,678.31
Det 5yr - 3%	\$ 1,730.06	\$ 43.25	\$ 64.88	\$ 432.51	\$ 5,622.69	\$ 95,585.73
Lieutenant 5yr	\$ 1,694.92	\$ 42.37	\$ 63.56	\$ 423.73	\$ 5,508.49	\$ 93,644.27
Det 1yr - 1%	\$ 1,711.37	\$ 42.78	\$ 64.18	\$ 427.84	\$ 5,561.94	\$ 94,553.00
Det 3yr - 2%	\$ 1,727.81	\$ 43.20	\$ 64.79	\$ 431.95	\$ 5,615.40	\$ 95,461.72
Det 5yr - 3%	\$ 1,744.24	\$ 43.61	\$ 65.41	\$ 436.06	\$ 5,668.77	\$ 96,369.14
Captain	\$ 1,943.81	\$ 48.60	\$ 72.89	\$ 485.95	\$ 6,317.37	\$ 107,395.26
Det 1yr - 1%	\$ 1,962.87	\$ 49.07	\$ 73.61	\$ 490.72	\$ 6,379.31	\$ 108,448.33
Det 3yr - 2%	\$ 1,981.94	\$ 49.55	\$ 74.32	\$ 495.48	\$ 6,441.30	\$ 109,502.06
Det 5yr - 3%	\$ 2,001.01	\$ 50.03	\$ 75.04	\$ 500.25	\$ 6,503.28	\$ 110,555.80
Captain 5yr	\$ 1,960.23	\$ 49.01	\$ 73.51	\$ 490.06	\$ 6,370.75	\$ 108,302.67
Det 1yr - 1%	\$ 1,979.31	\$ 49.48	\$ 74.22	\$ 494.83	\$ 6,432.77	\$ 109,357.06
Det 3yr - 2%	\$ 1,998.39	\$ 49.96	\$ 74.94	\$ 499.60	\$ 6,494.75	\$ 110,410.79
Det 5yr - 3%	\$ 2,017.46	\$ 50.44	\$ 75.65	\$ 504.36	\$ 6,556.74	\$ 111,464.52

Day	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Master's +21.25%						
Step 1	\$ 971.82	\$ 24.30	\$ 36.44	\$ 242.96	\$ 3,158.43	\$ 53,693.31
Det 1yr - 1%	\$ 981.18	\$ 24.53	\$ 36.79	\$ 245.29	\$ 3,188.83	\$ 54,210.08
Det 3yr - 2%	\$ 990.52	\$ 24.76	\$ 37.14	\$ 247.63	\$ 3,219.19	\$ 54,726.17
Det 5yr - 3%	\$ 999.85	\$ 25.00	\$ 37.49	\$ 249.96	\$ 3,249.50	\$ 55,241.57
Step 2	\$ 1,056.57	\$ 26.41	\$ 39.62	\$ 264.14	\$ 3,433.85	\$ 58,375.48
Det 1yr - 1%	\$ 1,066.75	\$ 26.67	\$ 40.00	\$ 266.69	\$ 3,466.93	\$ 58,937.81
Det 3yr - 2%	\$ 1,076.94	\$ 26.92	\$ 40.39	\$ 269.23	\$ 3,500.05	\$ 59,500.81
Det 5yr - 3%	\$ 1,087.14	\$ 27.18	\$ 40.77	\$ 271.79	\$ 3,533.21	\$ 60,064.49
Step 3	\$ 1,128.37	\$ 28.21	\$ 42.31	\$ 282.09	\$ 3,667.20	\$ 62,342.34
Det 1yr - 1%	\$ 1,139.27	\$ 28.48	\$ 42.72	\$ 284.82	\$ 3,702.63	\$ 62,944.78
Det 3yr - 2%	\$ 1,150.15	\$ 28.75	\$ 43.13	\$ 287.54	\$ 3,737.99	\$ 63,545.86
Det 5yr - 3%	\$ 1,161.06	\$ 29.03	\$ 43.54	\$ 290.26	\$ 3,773.43	\$ 64,148.30
Step 4	\$ 1,203.75	\$ 30.09	\$ 45.14	\$ 300.94	\$ 3,912.18	\$ 66,507.06
Det 1yr - 1%	\$ 1,215.41	\$ 30.39	\$ 45.58	\$ 303.85	\$ 3,950.10	\$ 67,151.66
Det 3yr - 2%	\$ 1,227.07	\$ 30.68	\$ 46.02	\$ 306.77	\$ 3,987.98	\$ 67,795.58
Det 5yr - 3%	\$ 1,238.74	\$ 30.97	\$ 46.45	\$ 309.68	\$ 4,025.89	\$ 68,440.17
Step 5	\$ 1,304.20	\$ 32.60	\$ 48.91	\$ 326.05	\$ 4,238.64	\$ 72,056.85
Det 1yr - 1%	\$ 1,316.86	\$ 32.92	\$ 49.38	\$ 329.22	\$ 4,279.80	\$ 72,756.53
Det 3yr - 2%	\$ 1,329.52	\$ 33.24	\$ 49.86	\$ 332.38	\$ 4,320.95	\$ 73,456.20
Det 5yr - 3%	\$ 1,342.19	\$ 33.55	\$ 50.33	\$ 335.55	\$ 4,362.11	\$ 74,155.88
Sergeant	\$ 1,506.78	\$ 37.67	\$ 56.50	\$ 376.69	\$ 4,897.03	\$ 83,249.59
Det 1yr - 1%	\$ 1,521.49	\$ 38.04	\$ 57.06	\$ 380.37	\$ 4,944.83	\$ 84,062.14
Det 3yr - 2%	\$ 1,536.16	\$ 38.40	\$ 57.61	\$ 384.04	\$ 4,992.51	\$ 84,872.64
Det 5yr - 3%	\$ 1,550.86	\$ 38.77	\$ 58.16	\$ 387.72	\$ 5,040.31	\$ 85,685.19
Sergeant 5yr	\$ 1,519.46	\$ 37.99	\$ 56.98	\$ 379.86	\$ 4,938.23	\$ 83,949.94
Det 1yr - 1%	\$ 1,534.14	\$ 38.35	\$ 57.53	\$ 383.53	\$ 4,985.95	\$ 84,761.13
Det 3yr - 2%	\$ 1,548.82	\$ 38.72	\$ 58.08	\$ 387.21	\$ 5,033.67	\$ 85,572.32
Det 5yr - 3%	\$ 1,563.51	\$ 39.09	\$ 58.63	\$ 390.88	\$ 5,081.42	\$ 86,384.18
Lieutenant	\$ 1,741.79	\$ 43.54	\$ 65.32	\$ 435.45	\$ 5,660.82	\$ 96,234.01
Det 1yr - 1%	\$ 1,758.84	\$ 43.97	\$ 65.96	\$ 439.71	\$ 5,716.22	\$ 97,175.75
Det 3yr - 2%	\$ 1,775.88	\$ 44.40	\$ 66.60	\$ 443.97	\$ 5,771.62	\$ 98,117.48
Det 5yr - 3%	\$ 1,792.90	\$ 44.82	\$ 67.23	\$ 448.23	\$ 5,826.93	\$ 99,057.86
Lieutenant 5yr	\$ 1,756.49	\$ 43.91	\$ 65.87	\$ 439.12	\$ 5,708.58	\$ 97,045.88
Det 1yr - 1%	\$ 1,773.53	\$ 44.34	\$ 66.51	\$ 443.38	\$ 5,763.98	\$ 97,987.61
Det 3yr - 2%	\$ 1,790.58	\$ 44.76	\$ 67.15	\$ 447.64	\$ 5,819.37	\$ 98,929.35
Det 5yr - 3%	\$ 1,807.60	\$ 45.19	\$ 67.78	\$ 451.90	\$ 5,874.69	\$ 99,869.73
Captain	\$ 2,014.41	\$ 50.36	\$ 75.54	\$ 503.60	\$ 6,546.85	\$ 111,296.37
Det 1yr - 1%	\$ 2,034.17	\$ 50.85	\$ 76.28	\$ 508.54	\$ 6,611.04	\$ 112,387.70
Det 3yr - 2%	\$ 2,053.93	\$ 51.35	\$ 77.02	\$ 513.48	\$ 6,675.28	\$ 113,479.70
Det 5yr - 3%	\$ 2,073.70	\$ 51.84	\$ 77.76	\$ 518.42	\$ 6,739.51	\$ 114,571.71
Captain 5yr	\$ 2,031.43	\$ 50.79	\$ 76.18	\$ 507.86	\$ 6,602.16	\$ 112,236.75
Det 1yr - 1%	\$ 2,051.21	\$ 51.28	\$ 76.92	\$ 512.80	\$ 6,666.44	\$ 113,329.43
Det 3yr - 2%	\$ 2,070.98	\$ 51.77	\$ 77.66	\$ 517.74	\$ 6,730.67	\$ 114,421.44
Det 5yr - 3%	\$ 2,090.74	\$ 52.27	\$ 78.40	\$ 522.69	\$ 6,794.91	\$ 115,513.45

Night Bachelor's +17%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 982.83	\$ 24.57	\$ 36.86	\$ 245.71	\$ 3,194.19	\$ 54,301.26
Step 2	\$ 1,068.68	\$ 26.72	\$ 40.08	\$ 267.17	\$ 3,473.20	\$ 59,044.36
Step 3	\$ 1,141.40	\$ 28.54	\$ 42.80	\$ 285.35	\$ 3,709.56	\$ 63,062.45
Step 4	\$ 1,217.80	\$ 30.44	\$ 45.67	\$ 304.45	\$ 3,957.84	\$ 67,283.28
Step 5	\$ 1,319.57	\$ 32.99	\$ 49.48	\$ 329.89	\$ 4,288.60	\$ 72,906.24
Sergeant	\$ 1,524.84	\$ 38.12	\$ 57.18	\$ 381.21	\$ 4,955.72	\$ 84,247.30
Sergeant 5yr	\$ 1,537.68	\$ 38.44	\$ 57.66	\$ 384.42	\$ 4,997.44	\$ 84,956.56
Lieutenant	\$ 1,762.94	\$ 44.07	\$ 66.11	\$ 440.74	\$ 5,729.56	\$ 97,402.53
Lieutenant 5yr	\$ 1,777.81	\$ 44.45	\$ 66.67	\$ 444.45	\$ 5,777.88	\$ 98,223.99
Captain	\$ 2,039.14	\$ 50.98	\$ 76.47	\$ 509.79	\$ 6,627.21	\$ 112,662.60
Captain 5yr	\$ 2,056.42	\$ 51.41	\$ 77.12	\$ 514.11	\$ 6,683.37	\$ 113,617.26

Night Master's +21.25%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 1,018.53	\$ 25.46	\$ 38.19	\$ 254.63	\$ 3,310.22	\$ 56,273.74
Step 2	\$ 1,107.50	\$ 27.69	\$ 41.53	\$ 276.87	\$ 3,599.36	\$ 61,189.14
Step 3	\$ 1,182.86	\$ 29.57	\$ 44.36	\$ 295.72	\$ 3,844.30	\$ 65,353.18
Step 4	\$ 1,262.03	\$ 31.55	\$ 47.33	\$ 315.51	\$ 4,101.61	\$ 69,727.33
Step 5	\$ 1,367.50	\$ 34.19	\$ 51.28	\$ 341.88	\$ 4,444.38	\$ 75,554.54
Sergeant	\$ 1,580.23	\$ 39.51	\$ 59.26	\$ 395.06	\$ 5,135.74	\$ 87,307.56
Sergeant 5yr	\$ 1,593.53	\$ 39.84	\$ 59.76	\$ 398.38	\$ 5,178.98	\$ 88,042.59
Lieutenant	\$ 1,826.98	\$ 45.67	\$ 68.51	\$ 456.75	\$ 5,937.69	\$ 100,940.66
Lieutenant 5yr	\$ 1,842.39	\$ 46.06	\$ 69.09	\$ 460.60	\$ 5,987.76	\$ 101,791.96
Captain	\$ 2,113.21	\$ 52.83	\$ 79.25	\$ 528.30	\$ 6,867.94	\$ 116,755.05
Captain 5yr	\$ 2,131.12	\$ 53.28	\$ 79.92	\$ 532.78	\$ 6,926.14	\$ 117,744.38

Police Pay Rates

Effective 6/28/15 - flat 1.5% & Quinn Increase (100%)

Day No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 813.52	\$ 20.34	\$ 30.51	\$ 203.38	\$ 2,643.95	\$ 44,947.12
Det 1yr - 1%	\$ 821.36	\$ 20.53	\$ 30.80	\$ 205.34	\$ 2,669.41	\$ 45,380.05
Det 3yr - 2%	\$ 829.17	\$ 20.73	\$ 31.09	\$ 207.29	\$ 2,694.81	\$ 45,811.85
Det 5yr - 3%	\$ 836.99	\$ 20.92	\$ 31.39	\$ 209.25	\$ 2,720.22	\$ 46,243.66
Step 2	\$ 884.47	\$ 22.11	\$ 33.17	\$ 221.12	\$ 2,874.53	\$ 48,867.02
Det 1yr - 1%	\$ 892.99	\$ 22.32	\$ 33.49	\$ 223.25	\$ 2,902.21	\$ 49,337.52
Det 3yr - 2%	\$ 901.52	\$ 22.54	\$ 33.81	\$ 225.38	\$ 2,929.95	\$ 49,809.15
Det 5yr - 3%	\$ 910.06	\$ 22.75	\$ 34.13	\$ 227.51	\$ 2,957.69	\$ 50,280.77
Step 3	\$ 944.57	\$ 23.61	\$ 35.42	\$ 236.14	\$ 3,069.85	\$ 52,187.45
Det 1yr - 1%	\$ 953.70	\$ 23.84	\$ 35.76	\$ 238.43	\$ 3,099.54	\$ 52,692.15
Det 3yr - 2%	\$ 962.81	\$ 24.07	\$ 36.11	\$ 240.70	\$ 3,129.13	\$ 53,195.18
Det 5yr - 3%	\$ 971.93	\$ 24.30	\$ 36.45	\$ 242.98	\$ 3,158.78	\$ 53,699.33
Step 4	\$ 1,007.67	\$ 25.19	\$ 37.79	\$ 251.92	\$ 3,274.93	\$ 55,673.86
Det 1yr - 1%	\$ 1,017.44	\$ 25.44	\$ 38.15	\$ 254.36	\$ 3,306.67	\$ 56,213.34
Det 3yr - 2%	\$ 1,027.20	\$ 25.68	\$ 38.52	\$ 256.80	\$ 3,338.40	\$ 56,752.82
Det 5yr - 3%	\$ 1,036.96	\$ 25.92	\$ 38.89	\$ 259.24	\$ 3,370.13	\$ 57,292.29
Step 5	\$ 1,091.76	\$ 27.29	\$ 40.94	\$ 272.94	\$ 3,548.23	\$ 60,319.99
Det 1yr - 1%	\$ 1,102.36	\$ 27.56	\$ 41.34	\$ 275.59	\$ 3,582.67	\$ 60,905.45
Det 3yr - 2%	\$ 1,112.96	\$ 27.82	\$ 41.74	\$ 278.24	\$ 3,617.11	\$ 61,490.91
Det 5yr - 3%	\$ 1,123.56	\$ 28.09	\$ 42.13	\$ 280.89	\$ 3,651.58	\$ 62,076.93
Sergeant	\$ 1,261.35	\$ 31.53	\$ 47.30	\$ 315.34	\$ 4,099.39	\$ 69,689.62
Det 1yr - 1%	\$ 1,273.65	\$ 31.84	\$ 47.76	\$ 318.41	\$ 4,139.37	\$ 70,369.30
Det 3yr - 2%	\$ 1,285.93	\$ 32.15	\$ 48.22	\$ 321.48	\$ 4,179.29	\$ 71,047.85
Det 5yr - 3%	\$ 1,298.25	\$ 32.46	\$ 48.68	\$ 324.56	\$ 4,219.30	\$ 71,728.09
Sergeant 5yr	\$ 1,271.96	\$ 31.80	\$ 47.70	\$ 317.99	\$ 4,133.86	\$ 70,275.65
Det 1yr - 1%	\$ 1,284.25	\$ 32.11	\$ 48.16	\$ 321.06	\$ 4,173.81	\$ 70,954.76
Det 3yr - 2%	\$ 1,296.54	\$ 32.41	\$ 48.62	\$ 324.14	\$ 4,213.76	\$ 71,633.87
Det 5yr - 3%	\$ 1,308.84	\$ 32.72	\$ 49.08	\$ 327.21	\$ 4,253.74	\$ 72,313.55
Lieutenant	\$ 1,458.08	\$ 36.45	\$ 54.68	\$ 364.52	\$ 4,738.75	\$ 80,558.81
Det 1yr - 1%	\$ 1,478.15	\$ 36.95	\$ 55.43	\$ 369.54	\$ 4,803.99	\$ 81,667.85
Det 3yr - 2%	\$ 1,486.62	\$ 37.17	\$ 55.75	\$ 371.65	\$ 4,831.51	\$ 82,135.74
Det 5yr - 3%	\$ 1,500.86	\$ 37.52	\$ 56.28	\$ 375.22	\$ 4,877.80	\$ 82,922.53
Lieutenant 5yr	\$ 1,470.38	\$ 36.76	\$ 55.14	\$ 367.59	\$ 4,778.73	\$ 81,238.48
Det 1yr - 1%	\$ 1,484.65	\$ 37.12	\$ 55.67	\$ 371.16	\$ 4,825.11	\$ 82,026.95
Det 3yr - 2%	\$ 1,498.91	\$ 37.47	\$ 56.21	\$ 374.73	\$ 4,871.46	\$ 82,814.85
Det 5yr - 3%	\$ 1,513.16	\$ 37.83	\$ 56.74	\$ 378.29	\$ 4,917.78	\$ 83,602.20
Captain	\$ 1,686.29	\$ 42.16	\$ 63.24	\$ 421.57	\$ 5,480.44	\$ 93,167.55
Det 1yr - 1%	\$ 1,702.82	\$ 42.57	\$ 63.86	\$ 425.71	\$ 5,534.18	\$ 94,081.08
Det 3yr - 2%	\$ 1,719.37	\$ 42.98	\$ 64.48	\$ 429.84	\$ 5,587.95	\$ 94,995.16
Det 5yr - 3%	\$ 1,735.91	\$ 43.40	\$ 65.10	\$ 433.98	\$ 5,641.72	\$ 95,909.24
Captain 5yr	\$ 1,700.54	\$ 42.51	\$ 63.77	\$ 425.14	\$ 5,526.76	\$ 93,954.90
Det 1yr - 1%	\$ 1,717.10	\$ 42.93	\$ 64.39	\$ 429.27	\$ 5,580.56	\$ 94,869.54
Det 3yr - 2%	\$ 1,733.64	\$ 43.34	\$ 65.01	\$ 433.41	\$ 5,634.33	\$ 95,783.63
Det 5yr - 3%	\$ 1,750.18	\$ 43.75	\$ 65.63	\$ 437.55	\$ 5,688.10	\$ 96,697.71

Day Associate's +10%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 894.87	\$ 22.37	\$ 33.56	\$ 223.72	\$ 2,908.34	\$ 49,441.83
Det 1yr - 1%	\$ 903.49	\$ 22.59	\$ 33.88	\$ 225.87	\$ 2,936.36	\$ 49,918.05
Det 3yr - 2%	\$ 912.09	\$ 22.80	\$ 34.20	\$ 228.02	\$ 2,964.30	\$ 50,393.04
Det 5yr - 3%	\$ 920.69	\$ 23.02	\$ 34.53	\$ 230.17	\$ 2,992.24	\$ 50,868.02
Step 2	\$ 972.92	\$ 24.32	\$ 36.48	\$ 243.23	\$ 3,161.98	\$ 53,753.73
Det 1yr - 1%	\$ 982.29	\$ 24.56	\$ 36.84	\$ 245.57	\$ 3,192.43	\$ 54,271.28
Det 3yr - 2%	\$ 991.68	\$ 24.79	\$ 37.19	\$ 247.92	\$ 3,222.94	\$ 54,790.06
Det 5yr - 3%	\$ 1,001.07	\$ 25.03	\$ 37.54	\$ 250.27	\$ 3,253.46	\$ 55,308.84
Step 3	\$ 1,039.03	\$ 25.98	\$ 38.96	\$ 259.76	\$ 3,376.83	\$ 57,406.19
Det 1yr - 1%	\$ 1,049.07	\$ 26.23	\$ 39.34	\$ 262.27	\$ 3,409.49	\$ 57,961.37
Det 3yr - 2%	\$ 1,059.09	\$ 26.48	\$ 39.72	\$ 264.77	\$ 3,442.04	\$ 58,514.70
Det 5yr - 3%	\$ 1,069.13	\$ 26.73	\$ 40.09	\$ 267.28	\$ 3,474.66	\$ 59,069.26
Step 4	\$ 1,108.44	\$ 27.71	\$ 41.57	\$ 277.11	\$ 3,602.43	\$ 61,241.25
Det 1yr - 1%	\$ 1,119.18	\$ 27.98	\$ 41.97	\$ 279.79	\$ 3,637.33	\$ 61,834.67
Det 3yr - 2%	\$ 1,129.92	\$ 28.25	\$ 42.37	\$ 282.48	\$ 3,672.24	\$ 62,428.10
Det 5yr - 3%	\$ 1,140.66	\$ 28.52	\$ 42.77	\$ 285.17	\$ 3,707.15	\$ 63,021.52
Step 5	\$ 1,200.94	\$ 30.02	\$ 45.04	\$ 300.24	\$ 3,903.06	\$ 66,351.98
Det 1yr - 1%	\$ 1,212.60	\$ 30.31	\$ 45.47	\$ 303.15	\$ 3,940.94	\$ 66,995.99
Det 3yr - 2%	\$ 1,224.25	\$ 30.61	\$ 45.91	\$ 306.06	\$ 3,978.82	\$ 67,640.00
Det 5yr - 3%	\$ 1,235.92	\$ 30.90	\$ 46.35	\$ 308.98	\$ 4,016.74	\$ 68,284.63
Sergeant	\$ 1,387.49	\$ 34.69	\$ 52.03	\$ 346.87	\$ 4,509.33	\$ 76,658.59
Det 1yr - 1%	\$ 1,401.02	\$ 35.03	\$ 52.54	\$ 350.25	\$ 4,553.31	\$ 77,406.23
Det 3yr - 2%	\$ 1,414.53	\$ 35.36	\$ 53.04	\$ 353.63	\$ 4,597.21	\$ 78,152.64
Det 5yr - 3%	\$ 1,428.07	\$ 35.70	\$ 53.55	\$ 357.02	\$ 4,641.23	\$ 78,900.89
Sergeant 5yr	\$ 1,399.15	\$ 34.98	\$ 52.47	\$ 349.79	\$ 4,547.25	\$ 77,303.21
Det 1yr - 1%	\$ 1,412.67	\$ 35.32	\$ 52.98	\$ 353.17	\$ 4,591.19	\$ 78,050.24
Det 3yr - 2%	\$ 1,426.19	\$ 35.65	\$ 53.48	\$ 356.55	\$ 4,635.13	\$ 78,797.26
Det 5yr - 3%	\$ 1,439.73	\$ 35.99	\$ 53.99	\$ 359.93	\$ 4,679.11	\$ 79,544.90
Lieutenant	\$ 1,603.89	\$ 40.10	\$ 60.15	\$ 400.97	\$ 5,212.63	\$ 88,614.69
Det 1yr - 1%	\$ 1,625.97	\$ 40.65	\$ 60.97	\$ 406.49	\$ 5,284.39	\$ 89,834.64
Det 3yr - 2%	\$ 1,635.28	\$ 40.88	\$ 61.32	\$ 408.82	\$ 5,314.67	\$ 90,349.32
Det 5yr - 3%	\$ 1,650.95	\$ 41.27	\$ 61.91	\$ 412.74	\$ 5,365.58	\$ 91,214.78
Lieutenant 5yr	\$ 1,617.42	\$ 40.44	\$ 60.65	\$ 404.35	\$ 5,256.61	\$ 89,362.33
Det 1yr - 1%	\$ 1,633.12	\$ 40.83	\$ 61.24	\$ 408.28	\$ 5,307.63	\$ 90,229.64
Det 3yr - 2%	\$ 1,648.80	\$ 41.22	\$ 61.83	\$ 412.20	\$ 5,358.61	\$ 91,096.34
Det 5yr - 3%	\$ 1,664.48	\$ 41.61	\$ 62.42	\$ 416.12	\$ 5,409.55	\$ 91,962.42
Captain	\$ 1,854.92	\$ 46.37	\$ 69.56	\$ 463.73	\$ 6,028.49	\$ 102,484.31
Det 1yr - 1%	\$ 1,873.11	\$ 46.83	\$ 70.24	\$ 468.28	\$ 6,087.60	\$ 103,489.18
Det 3yr - 2%	\$ 1,891.31	\$ 47.28	\$ 70.92	\$ 472.83	\$ 6,146.75	\$ 104,494.68
Det 5yr - 3%	\$ 1,909.51	\$ 47.74	\$ 71.61	\$ 477.38	\$ 6,205.89	\$ 105,500.17
Captain 5yr	\$ 1,870.60	\$ 46.76	\$ 70.15	\$ 467.65	\$ 6,079.43	\$ 103,350.39
Det 1yr - 1%	\$ 1,888.81	\$ 47.22	\$ 70.83	\$ 472.20	\$ 6,138.62	\$ 104,356.50
Det 3yr - 2%	\$ 1,907.00	\$ 47.68	\$ 71.51	\$ 476.75	\$ 6,197.76	\$ 105,361.99
Det 5yr - 3%	\$ 1,925.20	\$ 48.13	\$ 72.20	\$ 481.30	\$ 6,256.91	\$ 106,367.48

Night No Quinn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 852.62	\$ 21.32	\$ 31.97	\$ 213.16	\$ 2,771.02	\$ 47,107.27
Step 2	\$ 927.10	\$ 23.18	\$ 34.77	\$ 231.78	\$ 3,013.08	\$ 51,222.33
Step 3	\$ 990.19	\$ 24.75	\$ 37.13	\$ 247.55	\$ 3,218.13	\$ 54,708.19
Step 4	\$ 1,056.46	\$ 26.41	\$ 39.62	\$ 264.12	\$ 3,433.50	\$ 58,369.57
Step 5	\$ 1,144.76	\$ 28.62	\$ 42.93	\$ 286.19	\$ 3,720.46	\$ 63,247.86
Sergeant	\$ 1,322.83	\$ 33.07	\$ 49.61	\$ 330.71	\$ 4,299.19	\$ 73,086.31
Sergeant 5yr	\$ 1,333.96	\$ 33.35	\$ 50.02	\$ 333.49	\$ 4,335.38	\$ 73,701.50
Lieutenant	\$ 1,529.39	\$ 38.23	\$ 57.35	\$ 382.35	\$ 4,970.52	\$ 84,498.90
Lieutenant 5yr	\$ 1,542.29	\$ 38.56	\$ 57.84	\$ 385.57	\$ 5,012.45	\$ 85,211.66
Captain	\$ 1,769.00	\$ 44.23	\$ 66.34	\$ 442.25	\$ 5,749.26	\$ 97,737.41
Captain 5yr	\$ 1,783.98	\$ 44.60	\$ 66.90	\$ 446.00	\$ 5,797.95	\$ 98,565.13

Night Associate's +10%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 937.88	\$ 23.45	\$ 35.17	\$ 234.47	\$ 3,048.12	\$ 51,818.00
Step 2	\$ 1,019.81	\$ 25.50	\$ 38.24	\$ 254.95	\$ 3,314.39	\$ 56,344.56
Step 3	\$ 1,089.21	\$ 27.23	\$ 40.85	\$ 272.30	\$ 3,539.94	\$ 60,179.00
Step 4	\$ 1,162.11	\$ 29.05	\$ 43.58	\$ 290.53	\$ 3,776.85	\$ 64,206.52
Step 5	\$ 1,259.23	\$ 31.48	\$ 47.22	\$ 314.81	\$ 4,092.51	\$ 69,572.64
Sergeant	\$ 1,455.11	\$ 36.38	\$ 54.57	\$ 363.78	\$ 4,729.11	\$ 80,394.94
Sergeant 5yr	\$ 1,467.36	\$ 36.68	\$ 55.03	\$ 366.84	\$ 4,768.92	\$ 81,071.65
Lieutenant	\$ 1,682.33	\$ 42.06	\$ 63.09	\$ 420.58	\$ 5,467.58	\$ 92,948.79
Lieutenant 5yr	\$ 1,696.52	\$ 42.41	\$ 63.62	\$ 424.13	\$ 5,513.70	\$ 93,732.83
Captain	\$ 1,945.90	\$ 48.65	\$ 72.97	\$ 486.48	\$ 6,324.19	\$ 107,511.15
Captain 5yr	\$ 1,962.38	\$ 49.06	\$ 73.59	\$ 490.60	\$ 6,377.74	\$ 108,421.65

Police Pay Rates

Effective 6/28/15 - flat 1.5% & Quinn Increase (100%)

Day Bachelor's +20%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 976.23	\$ 24.41	\$ 36.61	\$ 244.06	\$ 3,172.74	\$ 53,936.54
Det 1yr - 1%	\$ 985.63	\$ 24.64	\$ 36.96	\$ 246.41	\$ 3,203.30	\$ 54,456.06
Det 3yr - 2%	\$ 995.01	\$ 24.88	\$ 37.31	\$ 248.75	\$ 3,233.78	\$ 54,974.22
Det 5yr - 3%	\$ 1,004.39	\$ 25.11	\$ 37.66	\$ 251.10	\$ 3,264.26	\$ 55,492.39
Step 2	\$ 1,061.37	\$ 26.53	\$ 39.80	\$ 265.34	\$ 3,449.44	\$ 58,640.43
Det 1yr - 1%	\$ 1,071.58	\$ 26.79	\$ 40.18	\$ 267.90	\$ 3,482.65	\$ 59,205.03
Det 3yr - 2%	\$ 1,081.83	\$ 27.05	\$ 40.57	\$ 270.46	\$ 3,515.94	\$ 59,770.97
Det 5yr - 3%	\$ 1,092.07	\$ 27.30	\$ 40.95	\$ 273.02	\$ 3,549.23	\$ 60,336.92
Step 3	\$ 1,133.48	\$ 28.34	\$ 42.51	\$ 283.37	\$ 3,683.82	\$ 62,624.93
Det 1yr - 1%	\$ 1,144.44	\$ 28.61	\$ 42.92	\$ 286.11	\$ 3,719.45	\$ 63,230.59
Det 3yr - 2%	\$ 1,155.37	\$ 28.88	\$ 43.33	\$ 288.84	\$ 3,754.95	\$ 63,834.22
Det 5yr - 3%	\$ 1,166.32	\$ 29.16	\$ 43.74	\$ 291.58	\$ 3,790.54	\$ 64,439.19
Step 4	\$ 1,209.21	\$ 30.23	\$ 45.35	\$ 302.30	\$ 3,929.92	\$ 66,808.63
Det 1yr - 1%	\$ 1,220.92	\$ 30.52	\$ 45.78	\$ 305.23	\$ 3,968.00	\$ 67,456.01
Det 3yr - 2%	\$ 1,232.64	\$ 30.82	\$ 46.22	\$ 308.16	\$ 4,006.08	\$ 68,103.38
Det 5yr - 3%	\$ 1,244.36	\$ 31.11	\$ 46.66	\$ 311.09	\$ 4,044.16	\$ 68,750.75
Step 5	\$ 1,310.12	\$ 32.75	\$ 49.13	\$ 327.53	\$ 4,257.88	\$ 72,383.98
Det 1yr - 1%	\$ 1,322.83	\$ 33.07	\$ 49.61	\$ 330.71	\$ 4,299.21	\$ 73,086.54
Det 3yr - 2%	\$ 1,335.55	\$ 33.39	\$ 50.08	\$ 333.89	\$ 4,340.53	\$ 73,789.09
Det 5yr - 3%	\$ 1,348.28	\$ 33.71	\$ 50.56	\$ 337.07	\$ 4,381.90	\$ 74,492.32
Sergeant	\$ 1,513.62	\$ 37.84	\$ 56.76	\$ 378.41	\$ 4,919.27	\$ 83,627.55
Det 1yr - 1%	\$ 1,528.38	\$ 38.21	\$ 57.31	\$ 382.10	\$ 4,967.24	\$ 84,443.16
Det 3yr - 2%	\$ 1,543.12	\$ 38.58	\$ 57.87	\$ 385.78	\$ 5,015.14	\$ 85,257.42
Det 5yr - 3%	\$ 1,557.90	\$ 38.95	\$ 58.42	\$ 389.47	\$ 5,063.16	\$ 86,073.70
Sergeant 5yr	\$ 1,526.35	\$ 38.16	\$ 57.24	\$ 381.59	\$ 4,960.63	\$ 84,330.78
Det 1yr - 1%	\$ 1,541.10	\$ 38.53	\$ 57.79	\$ 385.27	\$ 5,008.57	\$ 85,145.71
Det 3yr - 2%	\$ 1,555.85	\$ 38.90	\$ 58.34	\$ 388.96	\$ 5,056.51	\$ 85,960.65
Det 5yr - 3%	\$ 1,570.61	\$ 39.27	\$ 58.90	\$ 392.65	\$ 5,104.49	\$ 86,776.26
Lieutenant	\$ 1,749.69	\$ 43.74	\$ 65.61	\$ 437.42	\$ 5,686.50	\$ 96,670.57
Det 1yr - 1%	\$ 1,773.78	\$ 44.34	\$ 66.52	\$ 443.45	\$ 5,764.79	\$ 98,001.43
Det 3yr - 2%	\$ 1,783.94	\$ 44.60	\$ 66.90	\$ 445.99	\$ 5,797.82	\$ 98,562.89
Det 5yr - 3%	\$ 1,801.03	\$ 45.03	\$ 67.54	\$ 450.26	\$ 5,853.35	\$ 99,507.03
Lieutenant 5yr	\$ 1,764.46	\$ 44.11	\$ 66.17	\$ 441.11	\$ 5,734.48	\$ 97,486.18
Det 1yr - 1%	\$ 1,781.58	\$ 44.54	\$ 66.81	\$ 445.40	\$ 5,790.14	\$ 98,432.34
Det 3yr - 2%	\$ 1,798.69	\$ 44.97	\$ 67.45	\$ 449.67	\$ 5,845.75	\$ 99,377.83
Det 5yr - 3%	\$ 1,815.79	\$ 45.39	\$ 68.09	\$ 453.95	\$ 5,901.33	\$ 100,322.64
Captain	\$ 2,023.55	\$ 50.59	\$ 75.88	\$ 505.89	\$ 6,576.53	\$ 111,801.06
Det 1yr - 1%	\$ 2,043.39	\$ 51.08	\$ 76.63	\$ 510.85	\$ 6,641.02	\$ 112,897.29
Det 3yr - 2%	\$ 2,063.24	\$ 51.58	\$ 77.37	\$ 515.81	\$ 6,705.54	\$ 113,994.19
Det 5yr - 3%	\$ 2,083.10	\$ 52.08	\$ 78.12	\$ 520.77	\$ 6,770.06	\$ 115,091.09
Captain 5yr	\$ 2,040.65	\$ 51.02	\$ 76.52	\$ 510.16	\$ 6,632.11	\$ 112,745.88
Det 1yr - 1%	\$ 2,060.51	\$ 51.51	\$ 77.27	\$ 515.13	\$ 6,696.67	\$ 113,843.45
Det 3yr - 2%	\$ 2,080.37	\$ 52.01	\$ 78.01	\$ 520.09	\$ 6,761.20	\$ 114,940.35
Det 5yr - 3%	\$ 2,100.22	\$ 52.51	\$ 78.76	\$ 525.06	\$ 6,825.72	\$ 116,037.25

Day Master's +25%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 1,016.90	\$ 25.42	\$ 38.13	\$ 254.23	\$ 3,304.94	\$ 56,183.90
Det 1yr - 1%	\$ 1,026.70	\$ 25.67	\$ 38.50	\$ 256.67	\$ 3,336.77	\$ 56,725.06
Det 3yr - 2%	\$ 1,036.47	\$ 25.91	\$ 38.87	\$ 259.12	\$ 3,368.52	\$ 57,264.82
Det 5yr - 3%	\$ 1,046.24	\$ 26.16	\$ 39.23	\$ 261.56	\$ 3,400.27	\$ 57,804.57
Step 2	\$ 1,105.59	\$ 27.64	\$ 41.46	\$ 276.40	\$ 3,593.16	\$ 61,083.78
Det 1yr - 1%	\$ 1,116.23	\$ 27.91	\$ 41.86	\$ 279.06	\$ 3,627.76	\$ 61,671.90
Det 3yr - 2%	\$ 1,126.90	\$ 28.17	\$ 42.26	\$ 281.73	\$ 3,662.44	\$ 62,261.43
Det 5yr - 3%	\$ 1,137.57	\$ 28.44	\$ 42.66	\$ 284.39	\$ 3,697.12	\$ 62,850.96
Step 3	\$ 1,180.71	\$ 29.52	\$ 44.28	\$ 295.18	\$ 3,837.31	\$ 65,234.31
Det 1yr - 1%	\$ 1,192.13	\$ 29.80	\$ 44.70	\$ 298.03	\$ 3,874.42	\$ 65,865.19
Det 3yr - 2%	\$ 1,203.51	\$ 30.09	\$ 45.13	\$ 300.88	\$ 3,911.41	\$ 66,493.98
Det 5yr - 3%	\$ 1,214.92	\$ 30.37	\$ 45.56	\$ 303.73	\$ 3,948.48	\$ 67,124.16
Step 4	\$ 1,259.59	\$ 31.49	\$ 47.23	\$ 314.90	\$ 4,093.67	\$ 69,592.33
Det 1yr - 1%	\$ 1,271.80	\$ 31.79	\$ 47.69	\$ 317.95	\$ 4,133.33	\$ 70,266.67
Det 3yr - 2%	\$ 1,284.00	\$ 32.10	\$ 48.15	\$ 321.00	\$ 4,173.00	\$ 70,941.02
Det 5yr - 3%	\$ 1,296.21	\$ 32.41	\$ 48.61	\$ 324.05	\$ 4,212.67	\$ 71,615.37
Step 5	\$ 1,364.71	\$ 34.12	\$ 51.18	\$ 341.18	\$ 4,435.29	\$ 75,399.98
Det 1yr - 1%	\$ 1,377.95	\$ 34.45	\$ 51.67	\$ 344.49	\$ 4,478.34	\$ 76,131.81
Det 3yr - 2%	\$ 1,391.20	\$ 34.78	\$ 52.17	\$ 347.80	\$ 4,521.39	\$ 76,863.64
Det 5yr - 3%	\$ 1,404.46	\$ 35.11	\$ 52.67	\$ 351.11	\$ 4,564.48	\$ 77,596.17
Sergeant	\$ 1,576.69	\$ 39.42	\$ 59.13	\$ 394.17	\$ 5,124.24	\$ 87,112.03
Det 1yr - 1%	\$ 1,592.07	\$ 39.80	\$ 59.70	\$ 398.02	\$ 5,174.21	\$ 87,961.62
Det 3yr - 2%	\$ 1,607.42	\$ 40.19	\$ 60.28	\$ 401.85	\$ 5,224.11	\$ 88,809.81
Det 5yr - 3%	\$ 1,622.81	\$ 40.57	\$ 60.86	\$ 405.70	\$ 5,274.12	\$ 89,660.11
Sergeant 5yr	\$ 1,589.95	\$ 39.75	\$ 59.62	\$ 397.49	\$ 5,167.33	\$ 87,844.56
Det 1yr - 1%	\$ 1,605.31	\$ 40.13	\$ 60.20	\$ 401.33	\$ 5,217.26	\$ 88,693.45
Det 3yr - 2%	\$ 1,620.68	\$ 40.52	\$ 60.78	\$ 405.17	\$ 5,267.20	\$ 89,542.34
Det 5yr - 3%	\$ 1,636.05	\$ 40.90	\$ 61.35	\$ 409.01	\$ 5,317.17	\$ 90,391.94
Lieutenant	\$ 1,822.60	\$ 45.56	\$ 68.35	\$ 455.65	\$ 5,923.44	\$ 100,698.51
Det 1yr - 1%	\$ 1,847.69	\$ 46.19	\$ 69.29	\$ 461.92	\$ 6,004.99	\$ 102,084.82
Det 3yr - 2%	\$ 1,858.27	\$ 46.46	\$ 69.69	\$ 464.57	\$ 6,039.39	\$ 102,669.68
Det 5yr - 3%	\$ 1,876.08	\$ 46.90	\$ 70.35	\$ 469.02	\$ 6,097.24	\$ 103,653.16
Lieutenant 5yr	\$ 1,837.97	\$ 45.95	\$ 68.92	\$ 459.49	\$ 5,973.42	\$ 101,548.10
Det 1yr - 1%	\$ 1,855.81	\$ 46.40	\$ 69.59	\$ 463.95	\$ 6,031.39	\$ 102,533.69
Det 3yr - 2%	\$ 1,873.64	\$ 46.84	\$ 70.26	\$ 468.41	\$ 6,089.33	\$ 103,518.57
Det 5yr - 3%	\$ 1,891.45	\$ 47.29	\$ 70.93	\$ 472.86	\$ 6,147.22	\$ 104,502.75
Captain	\$ 2,107.86	\$ 52.70	\$ 79.04	\$ 526.97	\$ 6,850.56	\$ 116,459.44
Det 1yr - 1%	\$ 2,128.53	\$ 53.21	\$ 79.82	\$ 532.13	\$ 6,917.73	\$ 117,601.34
Det 3yr - 2%	\$ 2,149.21	\$ 53.73	\$ 80.60	\$ 537.30	\$ 6,984.94	\$ 118,743.95
Det 5yr - 3%	\$ 2,169.89	\$ 54.25	\$ 81.37	\$ 542.47	\$ 7,052.15	\$ 119,886.55
Captain 5yr	\$ 2,125.68	\$ 53.14	\$ 79.71	\$ 531.42	\$ 6,908.45	\$ 117,443.62
Det 1yr - 1%	\$ 2,146.37	\$ 53.66	\$ 80.49	\$ 536.59	\$ 6,975.70	\$ 118,586.93
Det 3yr - 2%	\$ 2,167.05	\$ 54.18	\$ 81.26	\$ 541.76	\$ 7,042.91	\$ 119,729.53
Det 5yr - 3%	\$ 2,187.73	\$ 54.69	\$ 82.04	\$ 546.93	\$ 7,110.13	\$ 120,872.14

Night Bachelor's +20%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 1,023.14	\$ 25.58	\$ 38.37	\$ 255.79	\$ 3,325.22	\$ 56,528.73
Step 2	\$ 1,112.52	\$ 27.81	\$ 41.72	\$ 278.13	\$ 3,615.69	\$ 61,466.80
Step 3	\$ 1,188.23	\$ 29.71	\$ 44.56	\$ 297.06	\$ 3,861.75	\$ 65,649.82
Step 4	\$ 1,267.76	\$ 31.69	\$ 47.54	\$ 316.94	\$ 4,120.20	\$ 70,043.48
Step 5	\$ 1,373.71	\$ 34.34	\$ 51.51	\$ 343.43	\$ 4,464.55	\$ 75,897.43
Sergeant	\$ 1,587.40	\$ 39.68	\$ 59.53	\$ 396.85	\$ 5,159.03	\$ 87,703.58
Sergeant 5yr	\$ 1,600.76	\$ 40.02	\$ 60.03	\$ 400.19	\$ 5,202.46	\$ 88,441.80
Lieutenant	\$ 1,835.27	\$ 45.88	\$ 68.82	\$ 458.82	\$ 5,964.63	\$ 101,398.68
Lieutenant 5yr	\$ 1,850.75	\$ 46.27	\$ 69.40	\$ 462.69	\$ 6,014.94	\$ 102,253.99
Captain	\$ 2,122.80	\$ 53.07	\$ 79.61	\$ 530.70	\$ 6,899.11	\$ 117,284.89
Captain 5yr	\$ 2,140.78	\$ 53.52	\$ 80.28	\$ 535.20	\$ 6,957.54	\$ 118,278.16

Night Master's +25%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Step 1	\$ 1,065.78	\$ 26.64	\$ 39.97	\$ 266.44	\$ 3,463.77	\$ 58,884.09
Step 2	\$ 1,158.88	\$ 28.97	\$ 43.46	\$ 289.72	\$ 3,766.35	\$ 64,027.91
Step 3	\$ 1,237.74	\$ 30.94	\$ 46.42	\$ 309.44	\$ 4,022.66	\$ 68,385.23
Step 4	\$ 1,320.58	\$ 33.01	\$ 49.52	\$ 330.14	\$ 4,291.88	\$ 72,961.96
Step 5	\$ 1,430.95	\$ 35.77	\$ 53.66	\$ 357.74	\$ 4,650.58	\$ 79,059.82
Sergeant	\$ 1,653.54	\$ 41.34	\$ 62.01	\$ 413.38	\$ 5,373.99	\$ 91,357.89
Sergeant 5yr	\$ 1,667.45	\$ 41.69	\$ 62.53	\$ 416.86	\$ 5,419.23	\$ 92,126.87
Lieutenant	\$ 1,911.74	\$ 47.79	\$ 71.69	\$ 477.93	\$ 6,213.15	\$ 105,623.62
Lieutenant 5yr	\$ 1,927.87	\$ 48.20	\$ 72.29	\$ 481.97	\$ 6,265.56	\$ 106,514.58
Captain	\$ 2,211.25	\$ 55.28	\$ 82.92	\$ 552.81	\$ 7,186.57	\$ 122,171.76
Captain 5yr	\$ 2,229.98	\$ 55.75	\$ 83.62	\$ 557.50	\$ 7,247.44	\$ 123,206.42

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.

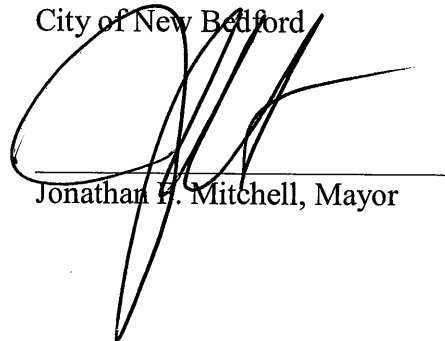
In witness whereof the Union and the City have caused this Agreement to be signed by their duly authorized representatives on this 14th day of ~~July~~ ^{September} 2015.

New Bedford Police Union



Henry Turgeon, President

City of New Bedford



Jonathan F. 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
Day No Quinn						
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	\$ 95,932.78
Det 1yr - 1%	\$ 1,751.55	\$ 43.76	\$ 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
Day Associate's +10%						
Step 1	\$ 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	\$ 4,599.45	\$ 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	\$ 71.65	\$ 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 No Overtime	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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	\$ 252.50	\$ 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 Associate's +10%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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	\$ 3,380.63	\$ 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	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Bachelor's +20%						
Step 1	\$ 995.74	\$ 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	\$ 59,811.88
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	\$ 1,556.86	\$ 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	\$ 449.93	\$ 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	\$ 5,963.53	\$ 101,379.99
Det 5yr - 3%	\$ 1,852.54	\$ 46.31	\$ 69.47	\$ 463.13	\$ 6,020.74	\$ 102,352.61
Captain	\$ 2,064.00	\$ 51.60	\$ 77.40	\$ 516.00	\$ 6,708.00	\$ 114,036.00
Det 1yr - 1%	\$ 2,084.26	\$ 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	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual Pay
Master's +25%						
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 Bachelor's +20%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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 Master's +25%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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	\$ 69,752.43
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	\$ 2,274.55	\$ 56.86	\$ 85.30	\$ 568.64	\$ 7,392.29	\$ 125,668.99

Firearms Qualification Pay = 40.54

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	\$ 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	\$ 57,897.64
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	\$ 4,258.65	\$ 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	\$ 5,756.68	\$ 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	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual Holiday Pay	Annual 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	\$ 92,059.39
Det 1yr - 1%	\$ 1,682.53	\$ 42.06	\$ 63.09	\$ 420.63	\$ 5,468.23	\$ 92,959.88
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	\$ 6,385.86	\$ 108,559.69
Det 5yr - 3%	\$ 1,983.79	\$ 49.59	\$ 74.39	\$ 495.95	\$ 6,447.32	\$ 109,604.42

Night No Gunn	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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	\$ 1,575.57	\$ 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 Associates +10%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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	\$ 58,045.37
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	\$ 111,694.51

Firearms Qualification Pay = \$36.03

Police Pay Rates Effective 1/1/16 - Attachment B

Day	Master's +25%	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	\$ 91,378.69
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

Day	Bachelor's +20%	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	\$ 60,992.58
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%		\$ 1,257.79	\$ 31.44	\$ 47.17	\$ 314.45	\$ 4,087.82	\$ 69,492.86
Det 3yr - 2%		\$ 1,257.29	\$ 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	\$ 87,723.94
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	\$ 525.56	\$ 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

Night Bachelors +20%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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	\$ 5,359.52	\$ 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 Masters +25%	Weekly Pay	Hourly Rate	Overtime Rate	Holiday Rate	Annual 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	\$ 49.65	\$ 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

**Memorandum of Agreement
Between the
City of New Bedford
And
New Bedford Police Union**

This Agreement between the City of New Bedford, hereinafter referred to as the “City”, and the New Bedford Police Union, hereinafter referred to as the “Union”, collectively referred to as the “Parties”. The Parties agree that their 7/01/2015 - 6/30/2016 collective bargaining agreement (CBA) shall remain in effect with the following changes:

1. Article 44 – Duration

Two year contract for the term July 1, 2016 to June 30, 2018.

2. Article 23 – Wages

1.5% on January 1, 2017

1.75% on January 1, 2018

Effective July 1, 2018 establish a step 5A for officers with 28 years of service with the New Bedford Police Department at 3% above step 5. Rank differential will be based on step 5 and not step 5A. Rank to receive a step 5A (3% above step 5) with 28 years of service with the New Bedford Police Department.

3. Article 9 – Work Reliefs and Seniority

Amend first sentence in Section 8 as to read as follows:

“All police officers assigned to specialized units and/or collateral duties shall be assigned and reassigned at the Chief of Police’s discretion.”

Amend Section 8 by inserting the following sentence before the K9 language:

“The hours of work schedules within a calendar 24 hour period for officers assigned to specialized units and uniform captains shall be established by the Chief provided the officer(s) are given a week’s notice of any change.”

Add in Section 8:

“The City shall reimburse K9 Officers for the cost of kennel fees during the K9 Officer’s vacation, not to exceed four (4) weeks per year.”

4. Article 16 – Residence of Police Officers

Amend second paragraph as follows:

Police Officers hired prior to March 24, 2018 shall reside in the City of New Bedford for no less than four (4) consecutive years from date of employment. Police Officers hired after March 24, 2018 shall reside in the City of New Bedford for no less than ten (10) consecutive years from date of employment.

5. Article 7 – Uniform, Clothing, Maintenance & Replacement

Effective starting with fiscal year 2018, and annually the City shall purchase a ballistic vest for 1/5 of the membership, rotating by seniority, so that every officer receives a new ballistic vest every five years. The Union shall be afforded the opportunity to provide input in the development of specifications for the ballistic vests. New hires shall be required to purchase a ballistic vest that complies with Departmental standards, immediately upon being sworn in as an officer. Once the new officer has successfully completed his or her probationary period, the officer shall be reimbursed for cost of said vest and will fall into the five year rotation. If the ballistic vests are purchased by the City then officers shall be required to wear ballistic vests at all times while on duty. The City's obligation to purchase ballistic vests, pursuant to this section, shall be contingent upon the City's receipt of federal or state grant funds to reimburse the department for the total cost of such vests.

6. Article 32 – Police Education

Educational Incentive Pay for officers appointed on or after January 1, 2014 shall be increased effective July 1, 2018 as follows:

Associates Degree in Law Enforcement

Police Officer	\$2,800.00 per year
Sergeant	\$3,400.00 per year
Lieutenant	\$3,800.00 per year
Captain	\$4,400.00 per year

Bachelor's Degree in Law Enforcement

Police Officer	\$5,700.00 per year
Sergeant	\$6,500.00 per year
Lieutenant	\$7,600.00 per year
Captain	\$8,800.00 per year

Master's Degree in Law Enforcement or Law Degree

Police Officer	\$7,000.00 per year
Sergeant	\$8,000.00 per year
Lieutenant	\$10,000.00 per year
Captain	\$11,000.00 per year

7. Article 44 – Global Positioning System

Insert new article and renumber following article.

The parties agree that Global Positioning System or similar system may be activated in all Departmental vehicles and will be utilized by the Chief and his/her designees to monitor the location of City vehicles assigned to the department. The parties agree that such GPS will be used primarily for officer safety, efficiency of operations, incident response, dispatching, complaints, investigations, plan development and strategy, and deployment of personnel and performance improvement.

8. Article 8 - Paid Details

Amend Section 6 as follows:

Officers shall not receive refusal hours for work opportunities during any of his/her scheduled full week vacations.

Amend Section 9.A by inserting the following:

Effective 30 days after this Memorandum becomes effective, the paid detail hourly rate shall be \$50/hour. Details for a company who requests a detail with less than three (3) hours notice shall be a mandatory eight (8) hour minimum. The rate modifications set forth in this paragraph shall not apply to work performed by employees of the City of New Bedford Department of Public Infrastructure or any other type of road construction work being performed by employees of the City of New Bedford.

9. Special Legislation

The employer will support the City's filing of special legislation to allow retired bargaining unit members who are receiving a regular pension to be utilized for extra paid details provided that the assignment list has been exhausted.

Special Legislation must include the following:

- The Chief shall have the sole discretion to appoint retired New Bedford police officers as special police officers.
- New Bedford retired police officers must be retired on superannuation.
- No New Bedford retired police officer will be eligible to serve as a special police officer if 65 years old or older.

- A retired New Bedford police officer is eligible to be appointed as a Special Police Officer provided that s/he has retired from the City of New Bedford Police Department within the prior 4½ years or have been retired for more than the prior 4 ½ years and have maintained employment as an active police officer in Massachusetts.
- Special police officers shall not be subject to chapter 31, chapter 41, sections 99A and 96B, chapter 150E or chapter 151A.
- Special police officers shall be appointed for a one year term subject to renewal at the discretion of the Chief and shall be subject to suspension or removal by the Chief at any time.
- Special police officers appointed under this act shall be subject to the rules and regulations, policies and procedures and requirements as the Chief may impose from time to time including, but not limited to, restrictions on the type of detail assignments, requirements regarding medical examinations to determine continuing capability to perform the duties of a special police officer, requirements for training, requirements for firearms licensing and qualifications, requirements for maintaining of a medical or liability insurance policy, and requirements regarding uniforms and equipment. The Chief shall, at his discretion, set a schedule of fees associated with the costs of training, medical examinations, equipment, uniforms and any other requirements considered necessary by the Chief that shall be paid by the special police officer.
- Special police officers shall be subject to sections 100 and 111F of chapter 41 of the General Laws. The amount payable under section 111F of said chapter 41 shall be calculated by averaging the amount earned over the prior 52 weeks as a special police officer working police details, or averaged over such lesser period of time for any officer designated as a special police officer less than 52 weeks before the incapacity. In no event shall payment under said section 111F of said chapter 41 exceed, in any calendar year, the limitation on earning contained in paragraph (b) of section 91 of chapter 32 of the General Laws. Payment under said section 111F shall terminate in accordance with section 111F or at the conclusion of the employment term, whichever occurs sooner. Special police officers shall not be subject to sections 85H or 85H½ of said chapter 32 of the General Laws and shall not be eligible for any benefits pursuant to said sections 85 or 85H½ of said chapter 32.
- Appointment as a special police officer shall not entitle the appointee to assignment to any detail.
- Retired New Bedford police officers serving as special police officers shall be subject to the limitations on hours worked and on earning restrictions as provided in paragraph (b) of section 91 of chapter 32 of the General Laws.

- New Bedford retired police officers sworn in as special police officers shall pay an administration fee to the New Bedford Police Union on an annual basis in January. The fee will be determined by the sitting Executive Board annually in January and reported to the Chief's Office. Any retired police officer sworn in after January of each year will still be responsible for the administration fee.

10. Article 39 – Injured on Duty Billings

Amend Article 39 by changing its title from “Injured on Duty Billings” to “Injured on Duty Procedures.”

Delete paragraphs 5, 6, 7 and 9.

Add the following:

An officer who is on leave without loss of pay status pursuant to Chapter 41, Section 111F of the Massachusetts General Laws, for a period of at least fourteen (14) scheduled tours, may be required to perform limited duty on either a full-time or part-time basis, if the Chief determines that light duty is available, consistent with such individual's physical limitations as determined by the officer's treating physician or a physician selected by the City, who is a physician in the specific field of practice related to the officer's IOD injury.

Light duty assignments shall include any duty to which such employee might otherwise be assigned, consistent with such individual's physical limitations, for example: clerical, call taking, training, investigative assistance, station monitoring or other police officer duties that will attempt to prevent exposure to physical altercations. In no event will the officer be assigned to sit at the front desk, however, an officer may be assigned tasks associated with front desk duty, such as answering the telephone, calling to fill details and overtime assignments, entering stolen auto and missing person reports.

If light duty is available on the shift to which an officer has bid, the Chief will assign the officer to said shift. Light duty assignments will not displace members of the bargaining unit. Assignments to light duty shall not affect an officer's pay classification, such as night differential, pay increases or other employee benefits.

Officers may not refuse light duty assignments that are supported by and consistent with the recommendations of the physician selected under G.L. c. 41, section 111F.

An officer, who has been out on sick leave, with a physician's note, for a period of at least ten (10) consecutive sick days, may request that the Chief assign said officer to temporary light duty for a period of time not to exceed a total of thirty (30) days.

Renumber remaining paragraph.

11. Extra Work Assignment System

The City has satisfied its bargaining obligations with respect to the implementation of a new software system for assigning details/extra work. The City may implement such new system on or about July 1, 2018 subject to the New Bedford Police Department having funding for such system.

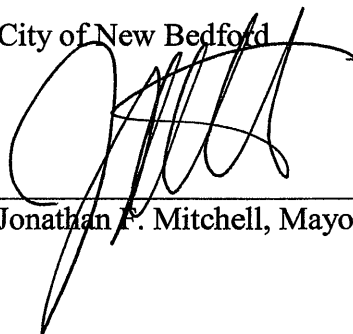
This Memorandum of Agreement is subject to ratification by the Union membership, approval of the Mayor of New Bedford, and funding of the incremental cost items by the New Bedford City Council.

New Bedford Police Union



Henry Turgeon, President

City of New Bedford



Jonathan F. Mitchell, Mayor

Signed this 19 day of March 2018