## Appendix A – Base Salary Tables for SOA Contract

## Sergeants

1-Jul-13	Effective Dates for Increases	Rates of Increase	Step 1 – those promoted on or after 7/1/14	Step 2 – those promoted on or after 7/1/14	Salary For Those in Unit pre-7/1/14 and Top Step for those promoted to Sgt. on or after 7/1/14		Increments For Each Step: Applies only to those promoted on or after 7/1/14	
1-Jan-14	1-Jul-13	0.00%	*	*	121.148		*	
1-Jul-14			*	*			*	
1-Jan-15			118.274	121.112			2,838,17	
1-Jul-15								
1-Jan-16								
Lieutenants   Lieutenants   Lieutenants								
Effective Dates for Increase I								
Dates for Increase         Increase         promoted on or after 7/1/14         pre-7/1/14 and Top Step for those promoted to Sgt. on or after 7/1/14         Applies only to those promoted on or after 7/1/14           1-Jul-13         0.00%         *         136,525         *           1-Jan-14         1.20%         *         138,163         *           1-Jul-14         1.10%         131,816         139,683         7,867.37           1-Jan-15         1.20%         133,398         141,359         7,961.78           1-Jul-15         1.10%         134,865         142,914         8,049.36           1-Jan-16         1.20%         136,483         144,629         8,145.95           1-Jul-16         1.10%         137,985         146,220         8,235.56    Captains  Effective  Rates of Increase  Rates of Increase  Step 1 – those promoted on or Promoted on or Pre-7/1/14 and Top Step for Applies only to those	Lieutenants							
1-Jan-14 1.20%	Dates for		promoted on or	pre-7/1/14 and Top Step for those promoted to Sgt. on or		Applies only to those		
1-Jan-14 1.20%	1-Jul-13	0.00%	*	136.525		*		
1-Jul-14 1.10% 131,816 139,683 7,867.37 1-Jan-15 1.20% 133,398 141,359 7,961.78 1-Jul-15 1.10% 134,865 142,914 8,049.36 1-Jan-16 1.20% 136,483 144,629 8,145.95 1-Jul-16 1.10% Captains  Captains  Effective Rates of Increase Promoted on or Pre-7/1/14 and Top Step for Applies only to those			*			*		
1-Jan-15 1.20% 133,398 141,359 7,961.78 1-Jul-15 1.10% 134,865 142,914 8,049.36 1-Jan-16 1.20% 136,483 144,629 8,145.95 1-Jul-16 1.10% Captains  Captains  Effective Rates of Increase Promoted on or Pre-7/1/14 and Top Step for Applies only to those			131,816			7,867.37		
1-Jul-15 1-Jan-16 1-Jul-16  Captains  Effective Rates of Increase Promoted on or Pre-7/1/14 and Top Step for Applies only to those								
1-Jan-16 1-Jul-16 1.10% 136,483 144,629 8,145.95 146,220 8,235.56  Captains  Effective Rates of Increase Promoted on or Pre-7/1/14 and Top Step for Applies only to those	1-Jul-15							
1-Jul-16  1.10%  137,985  146,220  8,235.56  Captains  Effective Rates of Increase Promoted on or Pre-7/1/14 and Top Step for Applies only to those	1-Jan-16			144,629		8,145.95		
Effective Rates of Step 1 – those Salary For Those in Unit Increments For Each Step: Dates for Increase promoted on or pre-7/1/14 and Top Step for Applies only to those	1-Jul-16		137,985	146,220		8,235.56		
Dates for Increase promoted on or pre-7/1/14 and Top Step for Applies only to those	Captains							
or after 7/1/14	Dates for		promoted on or	pre-7/1/14 and Top Step for those promoted to Sgt. on				
1-Jul-13 <b>0.00%</b> * 152,995 *	1-Jul-13	0.00%	*	152,995		*		
1-Jan-14 <b>1.20%</b> * 154,831 *			*			*		
1-Jul-14 <b>1.10%</b> 148,108 156,534 8,426.52			148,108			8,426.52		
1-Jan-15 <b>1.20%</b> 149,885 158,412 8,527.63	1-Jan-15		149,885	158,412		8,527.63		
1-Jul-15 <b>1.10%</b> 151,534 160,155 8,621.44	1-Jul-15	1.10%	151,534	160,155		8,621.44		
1-Jan-16 <b>1.20%</b> 153,352 162,077 8,724.89	1-Jan-16		153,352	162,077		8,724.89		
1-Jul-16 <b>1.10%</b> 155,039 163,860 8,820.87	1-Jul-16	1.10%	155,039	163,860		8,820.87		

<sup>&</sup>quot;\*" in the above tables indicate that the steps and increments do not apply to members currently in their rank prior to July 1, 2014.