

## MEMORANDUM OF AGREEMENT

The undersigned parties, Township of Cranford ("Township"), the Patrolmen/Detective Patrolmen Bargaining Unit, Local No. 52 ("PBA") and the Police Superior Officers' Bargaining Unit, Policemen's Benevolent Association, Local No. 52 ("SOA") (the PBA and SOA are collectively referred to herein as "PBA/SOA"), hereby agree to new Collective Negotiating Agreements (collectively herein "CNA") on the following terms:

The parties acknowledge that these terms and conditions are subject to and conditioned upon ratification by the PBA/SOA and by approval of the Cranford Township Committee. All CNA language modified by this Memorandum of Agreement ("MOA") shall be subject to review and finalization by counsel for the parties, provided that no substantive changes shall be made without agreement by all parties.

The parties agree to recommend these terms and conditions to their respective constituents for ratification and approval.

The CNA, which by its terms expired on December 31, 2013, is hereby renewed for four (4) years from January 1, 2014 through December 31, 2017, with the following changes:

### ARTICLE 4, SECTION 1 (NONDISCRIMINATION)

After "political affiliation", add "sexual or affectional orientation, gender identity or expression, domestic partnership or civil union status."

### ARTICLE 6, SECTION 3 (MAJORITY BARGAINING AGENT RIGHTS AND DUTIES)

Clarify sentence ending "N.J.S.A. 40A:14-177" to include the PBA President and add sentences as follows: "Additionally, the Township agrees that the one member of the P.B.A. selected as President and one member selected as delegate shall be granted time off without loss of pay to attend local PBA events, not to exceed a total of six days annually for all (not each)

attendances. Such requests must be submitted in writing to the office of the Chief of Police at least two (2) full business days prior of the off day requested.”

**ARTICLE 10, SECTION 9 (LEAVE OF ABSENCE)**

Replace Section 9 with the following: “The employee who takes an authorized Leave of Absence for more than five working days for reasons other than sick leave, vacation, personal time or compensatory time shall not earn seniority during said authorized Leave of Absence.”

**ARTICLE 11, SECTION 1 (HOURS OF EMPLOYMENT)**

Replace Section 1, subsection A, with the following: “The workday shall consist of eight (8) consecutive hours in a 24-hour period for division commanders and ten (10) consecutive hours in a 24-hour period for assigned officers.”

Replace Section 1, subsection B, with the following: “The workweek shall consist of 5 consecutive working days for the 8-hour shift and 4 consecutive working days for the 10-hour shift.”

**ARTICLE 12-SALARIES:** The rates of pay on the salary guides will be increased as follows:

- Effective from 1/1/2014 to 12/31/2014: 1.5%;
- Effective from 1/1/2015 to 12/31/2015: 1.5%;
- Effective from 1/1/2016 to 12/31/2016: 1.75%; and
- Effective from 1/1/2017 to 12/31/2017: 1.75%.

In addition to the foregoing, the salary guide for 2014 shall be increased on a one time basis by the following amounts at the following levels:

- After 1<sup>st</sup> year of PFRS creditable service with the Township's Police Department ("Service"): \$1,000;
- After 2 years of Service: \$2,000;
- After 3 years of Service: \$3,000;
- After 4 years of Service: \$4,000;
- After 5 years of Service: \$5,000; and
- After 6 years of Service: \$6,000."

The attached Salary Guide (Exhibit "A") reflects these increases to base compensation.

**ARTICLE 13, SECTIONS 4 (OVERTIME), 7 AND 8 (COMPENSATORY TIME)**

Section 4 - Delete subsection 4A and B because they concern 2006 contract year. Change subsection 4C to state "Effective January 1, 2014..."

Section 7-Add after the first sentence ending "100 hours" the following sentences: "Requests for compensatory time shall be approved provided that the employee's request is made at least 48 hours in advance. Superior Officers, who attend departmental meetings during their off-duty time, shall receive compensatory time off at the rate of time and one-half for all such hours."

**Amend Article 13--** to provide in substance that employees assigned as Detective or Traffic Investigator who are on call and called out for an investigation shall be paid overtime at the rate of one and one-half (1 ½) times the employee's regular pay for all time spent and shall be guaranteed a minimum of two (2) hours' pay at the overtime rate.

**ARTICLE 15, (MERIT INCENTIVE PROGRAM)**

This entire Article shall be deleted.

**ARTICLE 16, SECTION 1 (CLOTHING AND UNIFORM ALLOWANCE)**

Delete and replace Section 1 with the following: "Each employee shall be responsible for purchasing and maintaining uniforms."

**ARTICLE 17, SECTION 1 (LEAVE OF ABSENCE)**

After the phrase "Vacation Leave" add the following language to that sentence: "Personal Time or Compensatory Time."

**ARTICLE 18 (ADMINISTRATIVE-PERSONAL LEAVE)**

Amend Sections 1A and 2C to provide that all regular, full time, permanent employees shall be entitled to thirty (36) hours of personal leave per year. Delete phrase beginning with "provided however..."

In Section 4, subsection 4, add the following after the sentence ending "Chief of Police": "Effective January 1, 2014, requests for personal days shall not require the officer to provide a reason for such request if the request is submitted at least 48 hours in advance. Personal days shall not be permitted on the day before or after a vacation day or sick day. Once approved, the personal day shall be permitted unless the use of such day will cause overtime or unless the Chief of Police, in the reasonable exercise of his discretion, determines that the personal day will interfere with the normal functioning of the department."

**ARTICLE 19, SECTIONS 1 AND 2 (BEREAVEMENT LEAVE)**

Section 1-After last phrase of section "said Leave to commence...", replace remainder of that sentence with the following: "on the date of death and continue through the next day immediately after the date of the funeral, provided that said day is a regularly scheduled working day. Bereavement days shall not exceed five (5) working days in any event."

Section 2- Delete and replace with the following: "For purposes of this Article only, Immediate Family shall consist of a grandfather, grandmother, father, mother, spouse, daughter, son, brother, sister, and father-in-law, mother-in-law, daughter-in-law, son-in-law, grandfather-in-law and grandmother-in-law."

**ARTICLE 24, SECTION 1 (TERMINAL LEAVE)**

In Section 1, subsection (1), insert "New Jersey Police and Fire Retirement System ("PFRS") before "creditable service";

In Section 1, subsection (4), after the word "pension", replace the remainder of that subsection with the following: "...shall be entitled to Terminal Leave at the rate of two days' pay at the then-current daily rate of pay for each complete year of PFRS creditable service with the Township's Police Department up to a maximum service credit time of 25 years. No additional credit shall be earned for any service time beyond twenty five (25) years."

Add a new paragraph in Section 1 stating:

"For all employees hired on or after January 1, 2014, a retired employee, satisfying the conditions of subsections 1-3 above, shall be entitled to terminal leave pay at the rate of two days' pay at the then-current daily rate of pay for each completed year of PFRS creditable

service with the Township's Police Department up to a maximum of a total of 90 days terminal leave pay for any and all terminal leave pay provided in Section 1 through Section 6 of this Article."

"All Notices under this Article are to be furnished on or before February 1 of the year in which Terminal Leave is sought to be paid. Payment will be made on or before the expiration of two township budget cycles (but in no event more than 24 months) from the date the notice is furnished by the retiree."

**ARTICLE 24, SECTION 7 (TERMINAL LEAVE)**

Replace Section 7 with the following provisions:

"Subject to Section 8 of this Article, all employees hired on or after January 1, 2014, who complete their 25<sup>th</sup> year of creditable PFRS service time, shall be entitled to receive 120 days' pay in lieu of all terminal leave pay provided in this Article as long as they physically retire no more than 180 days beyond the completion of their 25<sup>th</sup> year."

"With exception to the employees identified on Exhibit B, all employees hired before January 1, 2014, who complete their 25<sup>th</sup> year of creditable PFRS service time, shall be entitled to receive 200 days' pay in lieu of terminal leave pay provided in this Article, as long as they physically retire no more than 180 days beyond the completion of their 25<sup>th</sup> year. As to those employees identified on Exhibit B, those employees shall have six months from the date of the ratification of the within agreement to elect to retire so as to receive 200 days' pay in lieu of terminal leave pay provided in this Article. In such case, those employees identified on Exhibit B shall be entitled to receive pay at the daily rate of pay as of January 1, 2014. Other than employees identified on Exhibit B, any employee who retires after the one hundred eightieth

(180th) day beyond their twenty fifth (25) year, shall only be entitled to the Terminal Leave benefits as provided in Sections 1 through 6 of this article. Payment will be made on or before the expiration of two township budget cycles (but in no event more than 24 months) from the date the notice is furnished by the retiree.”

**ARTICLE 24, SECTION 8 (TERMINAL LEAVE)-NEW**

Add a Section 8 providing as follows: “With the exception of those employees listed on Exhibit C, in order to be entitled to any Terminal Leave pay in this Article, the employee must have completed 20 years of PFRS creditable Service with the Township’s Police Department.”

**ARTICLE 26**

Delete Sections 2 and 3.

**ARTICLE 27. SECTIONS 1 AND 3 (DENTAL INSURANCE):**

Replace Section 1 with the following:

“Effective upon the date of ratification of the within agreement, the Township shall provide each regular, full-time, permanent employee and the dependents of the immediate family with dental insurance that provides for costs for coverage to be paid as follows: 80% by employer, 20% by employee, for preventive treatment; 50% by employer, 50% by employee, for major treatment; and 50% by employer, 50% by employee, for basic coverage, with a maximum of one thousand five hundred dollars (\$1,500) per eligible patient per calendar year for major, preventive and basic benefits and a lifetime maximum of five hundred dollars (\$500) per patient for orthodontic benefits.”

Section 3, subsection A, after phrase “will remain” remove the phrase “the same” and replace with the following: “substantially similar or greater.”

**ARTICLE 28, SECTIONS 1A THROUGH C (HEALTH INSURANCE):**

Replace Section 1A with the following: “Effective upon the date of ratification of the within agreement, subject to Chapter 78, Public Law 2011 (“Chapter 78”), governing the obligations of contributions by employees the Township shall provide each regular, full time, permanent employee and the dependents of the Employee’s immediate family a Group Major Medical Insurance Plan through the NJ DIRECT 15 Plan maintained by the State Health Benefits Plan (“SHBP”).”

Section 1, subsection B – Add to this section, “Effective as of the date of this Agreement, subject to Chapter 78, with respect to dependent children who “age out”...Delete “thirty (30) years old, as provided by law ” and replace with “twenty six (26) years old as the maximum permitted under the Affordable Care Act (“ACA”).”

Section 1, subsection C, delete phrase “for all employees hired after July 1, 2006” and replace with “Subject to Chapter 78” and replace “Direct Access coverage” with “NJ DIRECT 15 Plan maintained by the SHBP”. Delete the last sentence of Section 1C.

**ARTICLE 29, SECTIONS 1 AND 3 (PRESCRIPTION INSURANCE):**

Replace Section 1 with the following: “Effective upon the date of ratification of the within agreement, the Prescription Plan provided shall be the NJ DIRECT 15 Plan maintained by the SHBP. Chapter 78 governs the obligations of contributions by employees.”

Section 3, subsection B - Deleted.



**ARTICLE 30, SECTION 2A (RETIREE HEALTH INSURANCE FOR EMPLOYEES RETIRING ON OR AFTER JANUARY 1, 2014):**

Replace Section 2A with the following: "Subject to Chapter 78, regarding the obligation of retirees to contribute toward a portion of their health care premium, and subject to the requirements of Section 2G of the MOA herein, the Township agrees to contribute toward the SHBP as follows: Four percent (4%) of the monthly premium for each complete year of PFRS creditable service for each employee, up to a maximum of 25 years, who retires on or after January 1, 2014, in manner set forth in Section 1, and for that employee's eligible dependents at the time of retirement."

As Section 2A(1)-(3) (Superior Officers only) - These provisions apparently apply only to employees who retired between January 1, 1976 and December 31, 1977. If there no longer any retirees for which this clause applies, the provision should be deleted.

**ARTICLE 30, SECTION 2B (RETIREE DENTAL INSURANCE FOR EMPLOYEES RETIRING ON OR AFTER JANUARY 1, 2014):**

Replace Section 2B with the following: The Township agrees to contribute toward the Dental Coverage as follows: Four percent (4%) of the monthly premium for each complete year of PFRS creditable service for each employee, up to a maximum of 25 years, who retires on or after January 1, 2014, in manner set forth in Section 1, and for that employee's eligible dependents at the time of retirement."

**ARTICLE 30, SECTION 2C**

Delete and replace with the following:

~~In the event Retiree precedes spouse in death and spouse has not remarried, the spouse and immediate dependents may continue to participate in the aforesaid Township contracted group insurance plan(s) under the same arrangements as set forth in Sections 2A., B. and C herein, but the spouse of the retiree ceases to be eligible to participate the month the spouse (and any eligible dependents) celebrate(s) their sixty-fifth (65th) birthday.~~

**ARTICLE 30, SECTIONS 2D-F**

Delete these sections and replace with the following:

“For existing employees hired as of the date of the ratification of this agreement, the Township’s obligation to contribute toward any health care premium and/or dental insurance premium shall terminate upon that retiree becoming eligible to participate in any medical insurance plan and/or dental plan through a place of employment (including, but not limited to, his own employer or the retiree’s spouse). In the event the retiree or the retiree’s spouse is no longer entitled to participate in any medical insurance plan and/or dental plan through a place of employment, the retiree is eligible to reenroll to receive this benefit again upon proof of eligibility.”

“For employees hired on or after January 1, 2014, the Township’s obligation to contribute toward any health care premium and/or dental insurance premium shall terminate upon that retiree becoming Medicare eligible. The Township agrees to reimburse said retirees’ payments for Medicare Part B and D payments only.”

“The PBA and the Township understand and acknowledge that the Township reserves all rights at law or in equity to verify eligibility for current and future retirees to receive benefits

provided in this Article, with regard to the retirees themselves and their dependents and/or spouses, as the case may be.

**ARTICLE 30, SECTION 2G** – Delete and replace with a new paragraph as follows:


“With the exception of all those current employees listed on Exhibit C, in order to be entitled to any benefit under this Article, employees hired after January 1, 2014 must have completed 20 years of PFRS creditable Service with the Township’s Police Department in addition to the requirements set forth in Section 1 of this Article.”

**New Article**—Employees will be allowed one (1) thirty (30) minute paid meal break between the hours of 0600 hours and 1600 hours during the patrol day shift and between 1800 hours and 0400 hours during the patrol night shift.


**ARTICLE 39 (DURATION)**: The CNA is effective as of January 1, 2014 through December 31, 2017.

ON BEHALF OF THE PBA/SOA:

Dated: 6/5/14

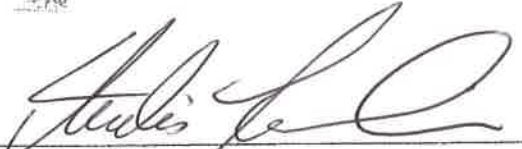
  
\_\_\_\_\_  
AUTHORIZED REPRESENTATIVE, President  
PBA Local 52

Dated: 6/5/14

  
\_\_\_\_\_  
Authorized SOA Representative

ON BEHALF OF THE TOWNSHIP:

Dated: 6/30/14

  
~~Terence Wall~~ Andis Kalnins, Mayor  
Authorized Representative of  
Township/Employer

ATTEST:

  
Tara Rowley, Township Clerk

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# EXHIBIT A

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FILE: PBAPOCONTRACT  
DATE: 06/05/14

**SECTION 1.**

The following per annum salaries shall be effective January 1, 2014 for Patrol Officers:

	Base Salary	One-Time Increase	Total Base	Holiday Pay	Total Pay
Academy*	\$ 33,645.22	N/A	\$ 33,645.22	N/A	\$ 33,645.22
Probationary**	\$ 45,831.85	N/A	\$ 45,831.85	\$ 2,115.32	\$ 47,947.16
1st Grade	\$ 45,911.79	\$ 1,000.00	\$ 46,911.79	\$ 2,165.16	\$ 49,076.95
2nd Grade	\$ 50,358.41	\$ 2,000.00	\$ 52,358.41	\$ 2,416.54	\$ 54,774.96
3rd Grade	\$ 55,326.33	\$ 3,000.00	\$ 58,326.33	\$ 2,691.98	\$ 61,018.31
4th Grade	\$ 60,784.93	\$ 4,000.00	\$ 64,784.93	\$ 2,990.07	\$ 67,775.00
5th Grade	\$ 66,764.84	\$ 5,000.00	\$ 71,764.84	\$ 3,312.22	\$ 75,077.07
6th Grade	\$ 88,660.53	\$ 6,000.00	\$ 94,660.53	\$ 4,368.95	\$ 99,029.48

**SECTION 2.**

The following per annum salaries shall be effective January 1, 2015 for Patrol Officers:

	Base Salary	Holiday Pay	Total Pay
Academy*	\$ 34,149.90	N/A	\$ 34,149.90
Probationary**	\$ 46,519.33	\$ 2,147.05	\$ 48,666.38
1st Grade	\$ 47,615.47	\$ 2,197.64	\$ 49,813.11
2nd Grade	\$ 53,143.79	\$ 2,452.79	\$ 55,596.58
3rd Grade	\$ 58,326.33	\$ 2,691.98	\$ 61,018.31
4th Grade	\$ 65,756.70	\$ 3,034.92	\$ 68,791.62
5th Grade	\$ 72,841.31	\$ 3,361.91	\$ 76,203.22
6th Grade	\$ 96,080.44	\$ 4,434.48	\$ 100,514.92

**SECTION 3.**

The following per annum salaries shall be effective January 1, 2016 for Patrol Officers:

	Base Salary	Holiday Pay	Total
Academy*	\$ 34,747.52	N/A	\$ 34,747.52
Probationary**	\$ 47,333.42	\$ 2,184.62	\$ 49,518.04
1st Grade	\$ 48,448.74	\$ 2,236.10	\$ 50,684.84
2nd Grade	\$ 54,073.81	\$ 2,495.71	\$ 56,569.52
3rd Grade	\$ 59,347.04	\$ 2,739.09	\$ 62,086.13
4th Grade	\$ 66,907.44	\$ 3,088.04	\$ 69,995.48
5th Grade	\$ 74,116.03	\$ 3,420.74	\$ 77,536.77
6th Grade	\$ 97,761.85	\$ 4,512.09	\$ 102,273.94



**SECTION 4.**

The following per annum salaries shall be effective January 1, 2017 for Patrol Officers:

	Base Salary	Holiday Pay	Total
Academy*	\$ 35,355.60	N/A	\$ 35,355.60
Probationary**	\$ 48,161.75	\$ 2,222.85	\$ 50,384.60
1st Grade	\$ 49,296.59	\$ 2,275.23	\$ 51,571.82
2nd Grade	\$ 55,020.10	\$ 2,539.39	\$ 57,559.49
3rd Grade	\$ 60,385.61	\$ 2,787.03	\$ 63,172.64
4th Grade	\$ 68,078.32	\$ 3,142.08	\$ 71,220.40
5th Grade	\$ 75,413.06	\$ 3,480.60	\$ 78,893.66
6th Grade	\$ 99,472.68	\$ 4,591.05	\$ 104,063.73

\* Academy rate shall apply to any new Employee who had not completed the academy prior to employment and shall continue until such time as Employee finishes the academy

\*\* Probationary rate shall apply to any new Employee during the first calendar year of employment with the Township who has either: 1) completed academy training prior to employment with the Township; or successfully completed the academy after being hired by the Township as a new Employee. In either case, however, Employee shall move to the 1st Grade as of Employee's first anniversary date.

FILE:SOAPBACONTRACT  
DATE: 06/05/2014

**SCHEDULE A**

**SALARIES**

**SECTION 1.**

The following per annum salaries shall be effective January 1, 2014 for Police Sergeants:

Base Salary	One-Time Increase	Total Base	Holiday Pay	Total Pay
\$ 98,688.38	\$6,000.00	\$ 104,688.38	\$ 4,831.77	\$ 109,520.15

**SECTION 2.**

The following per annum salaries shall be effective January 1, 2014 for Police Lieutenants:

Base Salary	One-Time Increase	Total Base	Holiday Pay	Total Pay
\$ 108,470.91	\$6,000.00	\$ 114,470.91	\$ 5,283.27	\$ 119,754.18

**SECTION 3.**

The following per annum salaries shall be effective January 1, 2014 for Police Captains:

Base Salary	One-Time Increase	Total Base	Holiday Pay	Total Pay
\$ 130,151.90	\$6,000.00	\$ 136,151.90	\$ 6,283.93	\$ 142,435.83

**SECTION 4.**

The following per annum salaries shall be effective January 1, 2015 for Police Sergeants:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 106,258.70	\$ 106,258.70	\$ 4,904.25	\$ 111,162.95

**SECTION 5.**

The following per annum salaries shall be effective January 1, 2015 for Police Lieutenants:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 116,187.97	\$ 116,187.97	\$ 5,362.52	\$ 121,550.49

**SECTION 6.**

The following per annum salaries shall be effective January 1, 2015 for Police Captains:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 138,194.17	\$ 138,194.17	\$ 6,378.19	\$ 144,572.36

**SECTION 7.**

The following per annum salaries shall be effective January 1, 2016 for Police Sergeants:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 108,118.22	\$ 108,118.22	\$ 4,990.07	\$ 113,108.29

**SECTION 8.**

The following per annum salaries shall be effective January 1, 2016 for Police Lieutenants:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 118,221.25	\$ 118,221.25	\$ 5,456.37	\$ 123,677.62

**SECTION 9.**

The following per annum salaries shall be effective January 1, 2016 for Police Captains:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 140,612.56	\$ 140,612.56	\$ 6,489.81	\$ 147,102.37

**SECTION 10.**

The following per annum salaries shall be effective January 1, 2017 for Police Sergeants:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 110,010.28	\$ 110,010.28	\$ 5,077.40	\$ 115,087.68

**SECTION 11.**

The following per annum salaries shall be effective January 1, 2017 for Police Lieutenants:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 120,290.12	\$ 120,290.12	\$ 5,551.85	\$ 125,841.97

**SECTION 12.**

The following per annum salaries shall be effective January 1, 2017 for Police Captains:

Base Salary	Total Base	Holiday Pay	Total Pay
\$ 143,073.27	\$ 143,073.27	\$ 6,603.38	\$ 149,676.65

File: PBAPOCONTRACT  
Date: 1/1/2014

**Section 1**

The following per annum salaries shall be effective January 1, 2014 for Patrol Officers:

\* OLD  
Exhibit "A"

	Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
Academy*	\$ 33,645.32	N/A	N/A	\$ 33,645.32	N/A	\$ 33,645.32
Probationary**	\$ 41,771.84	N/A	N/A	\$ 41,771.84	\$ 1,927.93	\$ 43,699.77
1st Grade	\$ 45,911.78	0	\$ -	\$ 45,911.78	\$ 2,119.01	\$ 48,030.79
	\$ 45,911.78	1	\$ 1,000.00	\$ 46,911.78	\$ 2,165.16	\$ 49,076.94
	\$ 45,911.78	2	\$ 2,000.00	\$ 47,911.78	\$ 2,211.31	\$ 50,123.09
	\$ 45,911.78	3	\$ 3,000.00	\$ 48,911.78	\$ 2,257.47	\$ 51,169.25
	\$ 45,911.78	4	\$ 4,000.00	\$ 49,911.78	\$ 2,303.62	\$ 52,215.40
	\$ 45,911.78	5	\$ 5,000.00	\$ 50,911.78	\$ 2,349.77	\$ 53,261.55
2nd Grade	\$ 45,911.78	6+	\$ 6,000.00	\$ 51,911.78	\$ 2,395.93	\$ 54,307.71
	\$ 50,358.41	0	\$ -	\$ 50,358.41	\$ 2,324.23	\$ 52,682.64
	\$ 50,358.41	1	\$ 1,000.00	\$ 51,358.41	\$ 2,370.39	\$ 53,728.80
	\$ 50,358.41	2	\$ 2,000.00	\$ 52,358.41	\$ 2,416.54	\$ 54,774.95
	\$ 50,358.41	3	\$ 3,000.00	\$ 53,358.41	\$ 2,462.70	\$ 55,821.11
	\$ 50,358.41	4	\$ 4,000.00	\$ 54,358.41	\$ 2,508.85	\$ 56,867.26
3rd Grade	\$ 50,358.41	5	\$ 5,000.00	\$ 55,358.41	\$ 2,555.00	\$ 57,913.41
	\$ 50,358.41	6+	\$ 6,000.00	\$ 56,358.41	\$ 2,601.16	\$ 58,959.57
	\$ 55,326.33	0	\$ -	\$ 55,326.33	\$ 2,553.52	\$ 57,879.85
	\$ 55,326.33	1	\$ 1,000.00	\$ 56,326.33	\$ 2,599.68	\$ 58,926.01
	\$ 55,326.33	2	\$ 2,000.00	\$ 57,326.33	\$ 2,645.83	\$ 59,972.16
	\$ 55,326.33	3	\$ 3,000.00	\$ 58,326.33	\$ 2,691.98	\$ 61,018.31
4th Grade	\$ 55,326.33	4	\$ 4,000.00	\$ 59,326.33	\$ 2,738.14	\$ 62,064.47
	\$ 55,326.33	5	\$ 5,000.00	\$ 60,326.33	\$ 2,784.29	\$ 63,110.62
	\$ 55,326.33	6+	\$ 6,000.00	\$ 61,326.33	\$ 2,830.45	\$ 64,156.78
	\$ 60,784.92	0	\$ -	\$ 60,784.92	\$ 2,805.46	\$ 63,590.38
	\$ 60,784.92	1	\$ 1,000.00	\$ 61,784.92	\$ 2,851.61	\$ 64,636.53
	\$ 60,784.92	2	\$ 2,000.00	\$ 62,784.92	\$ 2,897.77	\$ 65,682.69
5th Grade	\$ 60,784.92	3	\$ 3,000.00	\$ 63,784.92	\$ 2,943.92	\$ 66,728.84
	\$ 60,784.92	4	\$ 4,000.00	\$ 64,784.92	\$ 2,990.07	\$ 67,774.99
	\$ 60,784.92	5	\$ 5,000.00	\$ 65,784.92	\$ 3,036.23	\$ 68,821.15
	\$ 60,784.92	6+	\$ 6,000.00	\$ 66,784.92	\$ 3,082.38	\$ 69,867.30
	\$ 66,764.84	0	\$ -	\$ 66,764.84	\$ 3,081.45	\$ 69,846.29
	\$ 66,764.84	1	\$ 1,000.00	\$ 67,764.84	\$ 3,127.61	\$ 70,892.45
6th Grade	\$ 66,764.84	2	\$ 2,000.00	\$ 68,764.84	\$ 3,173.76	\$ 71,938.60
	\$ 66,764.84	3	\$ 3,000.00	\$ 69,764.84	\$ 3,219.92	\$ 72,984.76
	\$ 66,764.84	4	\$ 4,000.00	\$ 70,764.84	\$ 3,266.07	\$ 74,030.91
	\$ 66,764.84	5	\$ 5,000.00	\$ 71,764.84	\$ 3,312.22	\$ 75,077.06
	\$ 66,764.84	6+	\$ 6,000.00	\$ 72,764.84	\$ 3,358.38	\$ 76,123.22
	\$ 88,660.53	0	\$ -	\$ 88,660.53	\$ 4,092.02	\$ 92,752.55
6th Grade	\$ 88,660.53	1	\$ 1,000.00	\$ 89,660.53	\$ 4,138.18	\$ 93,798.71
	\$ 88,660.53	2	\$ 2,000.00	\$ 90,660.53	\$ 4,184.33	\$ 94,844.86
	\$ 88,660.53	3	\$ 3,000.00	\$ 91,660.53	\$ 4,230.49	\$ 95,891.02
	\$ 88,660.53	4	\$ 4,000.00	\$ 92,660.53	\$ 4,276.64	\$ 96,937.17
	\$ 88,660.53	5	\$ 5,000.00	\$ 93,660.53	\$ 4,322.79	\$ 97,983.32
	\$ 88,660.53	6+	\$ 6,000.00	\$ 94,660.53	\$ 4,368.95	\$ 99,029.48

\* Academy rate shall apply to any new Employee who had not completed the academy prior to employment and shall continue until such time as Employee finishes the academy.

\*\* Probationary rate shall apply to any new Employee during the first calendar year of employment with the Township who has either: 1) completed academy training prior to employment with the Township; or successfully completed the academy after being hired by the Township as a new Employee. In either case, however, Employee shall move to the 1st Grade as of Employee's first anniversary date.

\*\*\* Must have obtained a minimum of an Associates Degree to qualify for this additional compensation.

File: PBAPOCONTRACT  
Date: 1/1/2014

## Section 2

The following per annum salaries shall be effective January 1, 2015 for Patrol Officers:

	Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
Academy*	\$ 34,149.99	N/A	N/A	\$ 34,149.99	N/A	\$ 34,149.99
Probationary**	\$ 42,398.41	N/A	N/A	\$ 42,398.41	\$ 1,956.85	\$ 44,355.26
1st Grade	\$ 46,600.45	0	\$ -	\$ 46,600.45	\$ 2,150.79	\$ 48,751.24
	\$ 46,615.45	1	\$ 1,000.00	\$ 47,615.45	\$ 2,197.64	\$ 49,813.09
	\$ 46,630.45	2	\$ 2,000.00	\$ 48,630.45	\$ 2,244.48	\$ 50,874.93
	\$ 46,645.45	3	\$ 3,000.00	\$ 49,645.45	\$ 2,291.33	\$ 51,936.78
	\$ 46,660.45	4	\$ 4,000.00	\$ 50,660.45	\$ 2,338.17	\$ 52,998.62
	\$ 46,675.45	5	\$ 5,000.00	\$ 51,675.45	\$ 2,385.02	\$ 54,060.47
2nd Grade	\$ 46,690.45	6+	\$ 6,000.00	\$ 52,690.45	\$ 2,431.87	\$ 55,122.32
	\$ 51,113.78	0	\$ -	\$ 51,113.78	\$ 2,359.10	\$ 53,472.88
	\$ 51,128.78	1	\$ 1,000.00	\$ 52,128.78	\$ 2,405.94	\$ 54,534.72
	\$ 51,143.78	2	\$ 2,000.00	\$ 53,143.78	\$ 2,452.79	\$ 55,596.57
	\$ 51,158.78	3	\$ 3,000.00	\$ 54,158.78	\$ 2,499.64	\$ 56,658.42
	\$ 51,173.78	4	\$ 4,000.00	\$ 55,173.78	\$ 2,546.48	\$ 57,720.26
3rd Grade	\$ 51,188.78	5	\$ 5,000.00	\$ 56,188.78	\$ 2,593.33	\$ 58,782.11
	\$ 51,203.78	6+	\$ 6,000.00	\$ 57,203.78	\$ 2,640.17	\$ 59,843.95
	\$ 56,156.22	0	\$ -	\$ 56,156.22	\$ 2,591.83	\$ 58,748.05
	\$ 56,171.22	1	\$ 1,000.00	\$ 57,171.22	\$ 2,638.67	\$ 59,809.89
	\$ 56,186.22	2	\$ 2,000.00	\$ 58,186.22	\$ 2,685.52	\$ 60,871.74
	\$ 56,201.22	3	\$ 3,000.00	\$ 59,201.22	\$ 2,732.36	\$ 61,933.58
4th Grade	\$ 56,216.22	4	\$ 4,000.00	\$ 60,216.22	\$ 2,779.21	\$ 62,995.43
	\$ 56,231.22	5	\$ 5,000.00	\$ 61,231.22	\$ 2,826.06	\$ 64,057.28
	\$ 56,246.22	6+	\$ 6,000.00	\$ 62,246.22	\$ 2,872.90	\$ 65,119.12
	\$ 61,696.69	0	\$ -	\$ 61,696.69	\$ 2,847.54	\$ 64,544.23
	\$ 61,711.69	1	\$ 1,000.00	\$ 62,711.69	\$ 2,894.39	\$ 65,606.08
	\$ 61,726.69	2	\$ 2,000.00	\$ 63,726.69	\$ 2,941.23	\$ 66,667.92
5th Grade	\$ 61,741.69	3	\$ 3,000.00	\$ 64,741.69	\$ 2,988.08	\$ 67,729.77
	\$ 61,756.69	4	\$ 4,000.00	\$ 65,756.69	\$ 3,034.92	\$ 68,791.61
	\$ 61,771.69	5	\$ 5,000.00	\$ 66,771.69	\$ 3,081.77	\$ 69,853.46
	\$ 61,786.69	6+	\$ 6,000.00	\$ 67,786.69	\$ 3,128.62	\$ 70,915.31
	\$ 67,766.31	0	\$ -	\$ 67,766.31	\$ 3,127.68	\$ 70,893.99
	\$ 67,781.31	1	\$ 1,000.00	\$ 68,781.31	\$ 3,174.52	\$ 71,955.83
6th Grade	\$ 67,796.31	2	\$ 2,000.00	\$ 69,796.31	\$ 3,221.37	\$ 73,017.68
	\$ 67,811.31	3	\$ 3,000.00	\$ 70,811.31	\$ 3,268.21	\$ 74,079.52
	\$ 67,826.31	4	\$ 4,000.00	\$ 71,826.31	\$ 3,315.06	\$ 75,141.37
	\$ 67,841.31	5	\$ 5,000.00	\$ 72,841.31	\$ 3,361.91	\$ 76,203.22
	\$ 67,856.31	6+	\$ 6,000.00	\$ 73,856.31	\$ 3,408.75	\$ 77,265.06
	\$ 89,990.43	0	\$ -	\$ 89,990.43	\$ 4,153.40	\$ 94,143.83
6th Grade	\$ 90,005.43	1	\$ 1,000.00	\$ 91,005.43	\$ 4,200.25	\$ 95,205.68
	\$ 90,020.43	2	\$ 2,000.00	\$ 92,020.43	\$ 4,247.10	\$ 96,267.53
	\$ 90,035.43	3	\$ 3,000.00	\$ 93,035.43	\$ 4,293.94	\$ 97,329.37
	\$ 90,050.43	4	\$ 4,000.00	\$ 94,050.43	\$ 4,340.79	\$ 98,391.22
	\$ 90,065.43	5	\$ 5,000.00	\$ 95,065.43	\$ 4,387.64	\$ 99,453.07
	\$ 90,080.43	6+	\$ 6,000.00	\$ 96,080.43	\$ 4,434.48	\$ 100,514.91

\* Academy rate shall apply to any new Employee who had not completed the academy prior to employment and shall continue until such time as Employee finishes the academy.

\*\* Probationary rate shall apply to any new Employee during the first calendar year of employment with the Township who has either: 1) completed academy training prior to employment with the Township; or successfully completed the academy after being hired by the Township as a new Employee. In either case, however, Employee shall move to the 1st Grade as of Employee's first anniversary date.

\*\*\* Must have obtained a minimum of an Associates Degree to qualify for this additional compensation.

File: PBAPOCONTRACT  
 Date: 1/1/2014

**Section 3**

The following per annum salaries shall be effective January 1, 2016 for Patrol Officers:

	Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
Academy*	\$ 34,747.61	N/A	N/A	\$ 34,747.61	N/A	\$ 34,747.61
Probationary**	\$ 43,140.38	N/A	N/A	\$ 43,140.38	\$ 1,991.09	\$ 45,131.47
1st Grade	\$ 47,415.95	0	\$ -	\$ 47,415.95	\$ 2,188.43	\$ 49,604.38
	\$ 47,448.72	1	\$ 1,000.00	\$ 48,448.72	\$ 2,236.09	\$ 50,684.81
	\$ 47,481.48	2	\$ 2,000.00	\$ 49,481.48	\$ 2,283.76	\$ 51,765.24
	\$ 47,514.24	3	\$ 3,000.00	\$ 50,514.24	\$ 2,331.43	\$ 52,845.67
	\$ 47,547.00	4	\$ 4,000.00	\$ 51,547.00	\$ 2,379.09	\$ 53,926.09
	\$ 47,579.77	5	\$ 5,000.00	\$ 52,579.77	\$ 2,426.76	\$ 55,006.53
	\$ 47,612.53	6+	\$ 6,000.00	\$ 53,612.53	\$ 2,474.42	\$ 56,086.95
2nd Grade	\$ 52,008.27	0	\$ -	\$ 52,008.27	\$ 2,400.38	\$ 54,408.65
	\$ 52,041.03	1	\$ 1,000.00	\$ 53,041.03	\$ 2,448.05	\$ 55,489.08
	\$ 52,073.79	2	\$ 2,000.00	\$ 54,073.79	\$ 2,495.71	\$ 56,569.50
	\$ 52,106.55	3	\$ 3,000.00	\$ 55,106.55	\$ 2,543.38	\$ 57,649.93
	\$ 52,139.32	4	\$ 4,000.00	\$ 56,139.32	\$ 2,591.05	\$ 58,730.37
	\$ 52,172.08	5	\$ 5,000.00	\$ 57,172.08	\$ 2,638.71	\$ 59,810.79
	\$ 52,204.84	6+	\$ 6,000.00	\$ 58,204.84	\$ 2,686.38	\$ 60,891.22
3rd Grade	\$ 57,138.95	0	\$ -	\$ 57,138.95	\$ 2,637.18	\$ 59,776.13
	\$ 57,171.71	1	\$ 1,000.00	\$ 58,171.71	\$ 2,684.85	\$ 60,856.56
	\$ 57,204.47	2	\$ 2,000.00	\$ 59,204.47	\$ 2,732.51	\$ 61,936.98
	\$ 57,237.24	3	\$ 3,000.00	\$ 60,237.24	\$ 2,780.18	\$ 63,017.42
	\$ 57,270.00	4	\$ 4,000.00	\$ 61,270.00	\$ 2,827.85	\$ 64,097.85
	\$ 57,302.76	5	\$ 5,000.00	\$ 62,302.76	\$ 2,875.51	\$ 65,178.27
	\$ 57,335.52	6+	\$ 6,000.00	\$ 63,335.52	\$ 2,923.18	\$ 66,258.70
4th Grade	\$ 62,776.38	0	\$ -	\$ 62,776.38	\$ 2,897.37	\$ 65,673.75
	\$ 62,809.14	1	\$ 1,000.00	\$ 63,809.14	\$ 2,945.04	\$ 66,754.18
	\$ 62,841.90	2	\$ 2,000.00	\$ 64,841.90	\$ 2,992.70	\$ 67,834.60
	\$ 62,874.66	3	\$ 3,000.00	\$ 65,874.66	\$ 3,040.37	\$ 68,915.03
	\$ 62,907.43	4	\$ 4,000.00	\$ 66,907.43	\$ 3,088.04	\$ 69,995.47
	\$ 62,940.19	5	\$ 5,000.00	\$ 67,940.19	\$ 3,135.70	\$ 71,075.89
	\$ 62,972.95	6+	\$ 6,000.00	\$ 68,972.95	\$ 3,183.37	\$ 72,156.32
5th Grade	\$ 68,952.22	0	\$ -	\$ 68,952.22	\$ 3,182.41	\$ 72,134.63
	\$ 68,984.98	1	\$ 1,000.00	\$ 69,984.98	\$ 3,230.08	\$ 73,215.06
	\$ 69,017.74	2	\$ 2,000.00	\$ 71,017.74	\$ 3,277.74	\$ 74,295.48
	\$ 69,050.50	3	\$ 3,000.00	\$ 72,050.50	\$ 3,325.41	\$ 75,375.91
	\$ 69,083.27	4	\$ 4,000.00	\$ 73,083.27	\$ 3,373.07	\$ 76,456.34
	\$ 69,116.03	5	\$ 5,000.00	\$ 74,116.03	\$ 3,420.74	\$ 77,536.77
	\$ 69,148.79	6+	\$ 6,000.00	\$ 75,148.79	\$ 3,468.41	\$ 78,617.20
6th Grade	\$ 91,565.26	0	\$ -	\$ 91,565.26	\$ 4,226.09	\$ 95,791.35
	\$ 91,598.02	1	\$ 1,000.00	\$ 92,598.02	\$ 4,273.75	\$ 96,871.77
	\$ 91,630.78	2	\$ 2,000.00	\$ 93,630.78	\$ 4,321.42	\$ 97,952.20
	\$ 91,663.55	3	\$ 3,000.00	\$ 94,663.55	\$ 4,369.09	\$ 99,032.64
	\$ 91,696.31	4	\$ 4,000.00	\$ 95,696.31	\$ 4,416.75	\$ 100,113.06
	\$ 91,729.07	5	\$ 5,000.00	\$ 96,729.07	\$ 4,464.42	\$ 101,193.49
	\$ 91,761.83	6+	\$ 6,000.00	\$ 97,761.83	\$ 4,512.08	\$ 102,273.91

\* Academy rate shall apply to any new Employee who had not completed the academy prior to employment and shall continue until such time as Employee finishes the academy.

\*\* Probationary rate shall apply to any new Employee during the first calendar year of employment with the Township who has either: 1) completed academy training prior to employment with the Township; or successfully completed the academy after being hired by the Township as a new Employee. In either case, however, Employee shall move to the 1st Grade as of Employee's first anniversary date.

\*\*\* Must have obtained a minimum of an Associates Degree to qualify for this additional compensation.



File: PBAPOCONTRACT  
Date: 1/1/2014

### Section 4

The following per annum salaries shall be effective January 1, 2017 for Patrol Officers:

	Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
Academy*	\$ 35,355.69	N/A	N/A	\$ 35,355.69	N/A	\$ 35,355.69
Probationary**	\$ 43,895.33	N/A	N/A	\$ 43,895.33	\$ 2,025.94	\$ 45,921.27
1st Grade	\$ 48,245.72	0	\$ -	\$ 48,245.72	\$ 2,226.73	\$ 50,472.45
	\$ 48,296.57	1	\$ 1,000.00	\$ 49,296.57	\$ 2,275.23	\$ 51,571.80
	\$ 48,347.40	2	\$ 2,000.00	\$ 50,347.40	\$ 2,323.73	\$ 52,671.13
	\$ 48,398.23	3	\$ 3,000.00	\$ 51,398.23	\$ 2,372.23	\$ 53,770.46
	\$ 48,449.07	4	\$ 4,000.00	\$ 52,449.07	\$ 2,420.73	\$ 54,869.80
	\$ 48,499.91	5	\$ 5,000.00	\$ 53,499.91	\$ 2,469.23	\$ 55,969.14
\$ 48,550.74	6+	\$ 6,000.00	\$ 54,550.74	\$ 2,517.73	\$ 57,068.47	
2nd Grade	\$ 52,918.41	0	\$ -	\$ 52,918.41	\$ 2,442.39	\$ 55,360.80
	\$ 52,969.24	1	\$ 1,000.00	\$ 53,969.24	\$ 2,490.89	\$ 56,460.13
	\$ 53,020.08	2	\$ 2,000.00	\$ 55,020.08	\$ 2,539.39	\$ 57,559.47
	\$ 53,070.91	3	\$ 3,000.00	\$ 56,070.91	\$ 2,587.89	\$ 58,658.80
	\$ 53,121.75	4	\$ 4,000.00	\$ 57,121.75	\$ 2,636.39	\$ 59,758.14
	\$ 53,172.59	5	\$ 5,000.00	\$ 58,172.59	\$ 2,684.89	\$ 60,857.48
\$ 53,223.42	6+	\$ 6,000.00	\$ 59,223.42	\$ 2,733.39	\$ 61,956.81	
3rd Grade	\$ 58,138.88	0	\$ -	\$ 58,138.88	\$ 2,683.33	\$ 60,822.21
	\$ 58,189.71	1	\$ 1,000.00	\$ 59,189.71	\$ 2,731.83	\$ 61,921.54
	\$ 58,240.54	2	\$ 2,000.00	\$ 60,240.54	\$ 2,780.33	\$ 63,020.87
	\$ 58,291.39	3	\$ 3,000.00	\$ 61,291.39	\$ 2,828.83	\$ 64,120.22
	\$ 58,342.22	4	\$ 4,000.00	\$ 62,342.22	\$ 2,877.33	\$ 65,219.55
	\$ 58,393.05	5	\$ 5,000.00	\$ 63,393.05	\$ 2,925.83	\$ 66,318.88
\$ 58,443.89	6+	\$ 6,000.00	\$ 64,443.89	\$ 2,974.33	\$ 67,418.22	
4th Grade	\$ 63,874.96	0	\$ -	\$ 63,874.96	\$ 2,948.08	\$ 66,823.04
	\$ 63,925.79	1	\$ 1,000.00	\$ 64,925.79	\$ 2,996.57	\$ 67,922.36
	\$ 63,976.63	2	\$ 2,000.00	\$ 65,976.63	\$ 3,045.08	\$ 69,021.71
	\$ 64,027.46	3	\$ 3,000.00	\$ 67,027.46	\$ 3,093.58	\$ 70,121.04
	\$ 64,078.31	4	\$ 4,000.00	\$ 68,078.31	\$ 3,142.08	\$ 71,220.39
	\$ 64,129.14	5	\$ 5,000.00	\$ 69,129.14	\$ 3,190.58	\$ 72,319.72
\$ 64,179.97	6+	\$ 6,000.00	\$ 70,179.97	\$ 3,239.08	\$ 73,419.05	
5th Grade	\$ 70,158.88	0	\$ -	\$ 70,158.88	\$ 3,238.10	\$ 73,396.98
	\$ 70,209.71	1	\$ 1,000.00	\$ 71,209.71	\$ 3,286.60	\$ 74,496.31
	\$ 70,260.55	2	\$ 2,000.00	\$ 72,260.55	\$ 3,335.10	\$ 75,595.65
	\$ 70,311.38	3	\$ 3,000.00	\$ 73,311.38	\$ 3,383.60	\$ 76,694.98
	\$ 70,362.22	4	\$ 4,000.00	\$ 74,362.22	\$ 3,432.10	\$ 77,794.32
	\$ 70,413.06	5	\$ 5,000.00	\$ 75,413.06	\$ 3,480.60	\$ 78,893.66
\$ 70,463.89	6+	\$ 6,000.00	\$ 76,463.89	\$ 3,529.10	\$ 79,992.99	
6th Grade	\$ 92,938.73	0	\$ -	\$ 92,938.73	\$ 4,289.48	\$ 97,228.21
	\$ 92,986.99	1	\$ 1,000.00	\$ 93,986.99	\$ 4,337.86	\$ 98,324.85
	\$ 93,035.24	2	\$ 2,000.00	\$ 95,035.24	\$ 4,386.24	\$ 99,421.48
	\$ 93,083.50	3	\$ 3,000.00	\$ 96,083.50	\$ 4,434.62	\$ 100,518.12
	\$ 93,131.75	4	\$ 4,000.00	\$ 97,131.75	\$ 4,483.00	\$ 101,614.75
	\$ 93,180.00	5	\$ 5,000.00	\$ 98,180.00	\$ 4,531.38	\$ 102,711.38
\$ 93,228.25	6+	\$ 6,000.00	\$ 99,228.25	\$ 4,579.77	\$ 103,808.02	

\* Academy rate shall apply to any new Employee who had not completed the academy prior to employment and shall continue until such time as Employee finishes the academy.

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\*\*\* Must have obtained a minimum of an Associates Degree to qualify for this additional compensation.

File: SOAPBACONTRACT  
Date: 1/1/2014

## Schedule A

### Salaries

#### Section 1

The following Per annum salaries shall be effective January 1, 2014 for Police Sergeants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 98,688.37	0	\$ -	\$ 98,688.37	\$ 4,554.85	\$ 103,243.22
\$ 98,688.37	1	\$ 1,000.00	\$ 99,688.37	\$ 4,601.00	\$ 104,289.37
\$ 98,688.37	2	\$ 2,000.00	\$ 100,688.37	\$ 4,647.16	\$ 105,335.53
\$ 98,688.37	3	\$ 3,000.00	\$ 101,688.37	\$ 4,693.31	\$ 106,381.68
\$ 98,688.37	4	\$ 4,000.00	\$ 102,688.37	\$ 4,739.46	\$ 107,427.83
\$ 98,688.37	5	\$ 5,000.00	\$ 103,688.37	\$ 4,785.62	\$ 108,473.99
\$ 98,688.37	6+	\$ 6,000.00	\$ 104,688.37	\$ 4,831.77	\$ 109,520.14

#### Section 2

The following Per annum salaries shall be effective January 1, 2014 for Police Lieutenants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 108,470.91	0	\$ -	\$ 108,470.91	\$ 5,006.35	\$ 113,477.26
\$ 108,470.91	1	\$ 1,000.00	\$ 109,470.91	\$ 5,052.50	\$ 114,523.41
\$ 108,470.91	2	\$ 2,000.00	\$ 110,470.91	\$ 5,098.66	\$ 115,569.57
\$ 108,470.91	3	\$ 3,000.00	\$ 111,470.91	\$ 5,144.81	\$ 116,615.72
\$ 108,470.91	4	\$ 4,000.00	\$ 112,470.91	\$ 5,190.97	\$ 117,661.88
\$ 108,470.91	5	\$ 5,000.00	\$ 113,470.91	\$ 5,237.12	\$ 118,708.03
\$ 108,470.91	6+	\$ 6,000.00	\$ 114,470.91	\$ 5,283.27	\$ 119,754.18

#### Section 3

The following Per annum salaries shall be effective January 1, 2014 for Police Captains:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 130,151.90	0	\$ -	\$ 130,151.90	\$ 6,007.01	\$ 136,158.91
\$ 130,151.90	1	\$ 1,000.00	\$ 131,151.90	\$ 6,053.16	\$ 137,205.06
\$ 130,151.90	2	\$ 2,000.00	\$ 132,151.90	\$ 6,099.32	\$ 138,251.22
\$ 130,151.90	3	\$ 3,000.00	\$ 133,151.90	\$ 6,145.47	\$ 139,297.37
\$ 130,151.90	4	\$ 4,000.00	\$ 134,151.90	\$ 6,191.63	\$ 140,343.53
\$ 130,151.90	5	\$ 5,000.00	\$ 135,151.90	\$ 6,237.78	\$ 141,389.68
\$ 130,151.90	6+	\$ 6,000.00	\$ 136,151.90	\$ 6,283.93	\$ 142,435.83

File: SOAPBACONTRACT

Date: 1/1/2014

## Schedule A

### Salaries

#### Section 4

The following Per annum salaries shall be effective January 1, 2015 for Police Sergeants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 100,168.69	0	\$ -	\$ 100,168.69	\$ 4,623.17	\$ 104,791.86
\$ 100,183.69	1	\$ 1,000.00	\$ 101,183.69	\$ 4,670.02	\$ 105,853.71
\$ 100,198.69	2	\$ 2,000.00	\$ 102,198.69	\$ 4,716.86	\$ 106,915.55
\$ 100,213.69	3	\$ 3,000.00	\$ 103,213.69	\$ 4,763.71	\$ 107,977.40
\$ 100,228.69	4	\$ 4,000.00	\$ 104,228.69	\$ 4,810.55	\$ 109,039.24
\$ 100,243.69	5	\$ 5,000.00	\$ 105,243.69	\$ 4,857.40	\$ 110,101.09
\$ 100,258.69	6+	\$ 6,000.00	\$ 106,258.69	\$ 4,904.25	\$ 111,162.94

#### Section 5

The following Per annum salaries shall be effective January 1, 2015 for Police Lieutenants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 110,097.97	0	\$ -	\$ 110,097.97	\$ 5,081.44	\$ 115,179.41
\$ 110,112.97	1	\$ 1,000.00	\$ 111,112.97	\$ 5,128.29	\$ 116,241.26
\$ 110,127.97	2	\$ 2,000.00	\$ 112,127.97	\$ 5,175.14	\$ 117,303.11
\$ 110,142.97	3	\$ 3,000.00	\$ 113,142.97	\$ 5,221.98	\$ 118,364.95
\$ 110,157.97	4	\$ 4,000.00	\$ 114,157.97	\$ 5,268.83	\$ 119,426.80
\$ 110,172.97	5	\$ 5,000.00	\$ 115,172.97	\$ 5,315.68	\$ 120,488.65
\$ 110,187.97	6+	\$ 6,000.00	\$ 116,187.97	\$ 5,362.52	\$ 121,550.49

#### Section 6

The following Per annum salaries shall be effective January 1, 2015 for Police Captains:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 132,104.17	0	\$ -	\$ 132,104.17	\$ 6,097.12	\$ 138,201.29
\$ 132,119.17	1	\$ 1,000.00	\$ 133,119.17	\$ 6,143.96	\$ 139,263.13
\$ 132,134.17	2	\$ 2,000.00	\$ 134,134.17	\$ 6,190.81	\$ 140,324.98
\$ 132,149.17	3	\$ 3,000.00	\$ 135,149.17	\$ 6,237.65	\$ 141,386.82
\$ 132,164.17	4	\$ 4,000.00	\$ 136,164.17	\$ 6,284.50	\$ 142,448.67
\$ 132,179.17	5	\$ 5,000.00	\$ 137,179.17	\$ 6,331.35	\$ 143,510.52
\$ 132,194.17	6+	\$ 6,000.00	\$ 138,194.17	\$ 6,378.19	\$ 144,572.36

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## Schedule A

### Salaries

#### Section 7

The following Per annum salaries shall be effective January 1, 2016 for Police Sergeants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 101,921.64	0	\$ -	\$ 101,921.64	\$ 4,704.08	\$ 106,625.72
\$ 101,954.40	1	\$ 1,000.00	\$ 102,954.40	\$ 4,751.74	\$ 107,706.14
\$ 101,987.16	2	\$ 2,000.00	\$ 103,987.16	\$ 4,799.41	\$ 108,786.57
\$ 102,019.92	3	\$ 3,000.00	\$ 105,019.92	\$ 4,847.07	\$ 109,866.99
\$ 102,052.69	4	\$ 4,000.00	\$ 106,052.69	\$ 4,894.74	\$ 110,947.43
\$ 102,085.45	5	\$ 5,000.00	\$ 107,085.45	\$ 4,942.41	\$ 112,027.86
\$ 102,118.21	6+	\$ 6,000.00	\$ 108,118.21	\$ 4,990.07	\$ 113,108.28

#### Section 8

The following Per annum salaries shall be effective January 1, 2016 for Police Lieutenants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 112,024.68	0	\$ -	\$ 112,024.68	\$ 5,170.37	\$ 117,195.05
\$ 112,057.44	1	\$ 1,000.00	\$ 113,057.44	\$ 5,218.04	\$ 118,275.48
\$ 112,090.20	2	\$ 2,000.00	\$ 114,090.20	\$ 5,265.70	\$ 119,355.90
\$ 112,122.97	3	\$ 3,000.00	\$ 115,122.97	\$ 5,313.37	\$ 120,436.34
\$ 112,155.73	4	\$ 4,000.00	\$ 116,155.73	\$ 5,361.03	\$ 121,516.76
\$ 112,188.49	5	\$ 5,000.00	\$ 117,188.49	\$ 5,408.70	\$ 122,597.19
\$ 112,221.25	6+	\$ 6,000.00	\$ 118,221.25	\$ 5,456.37	\$ 123,677.62

#### Section 9

The following Per annum salaries shall be effective January 1, 2016 for Police Captains:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 134,415.99	0	\$ -	\$ 134,415.99	\$ 6,203.81	\$ 140,619.80
\$ 134,448.75	1	\$ 1,000.00	\$ 135,448.75	\$ 6,251.48	\$ 141,700.23
\$ 134,481.51	2	\$ 2,000.00	\$ 136,481.51	\$ 6,299.15	\$ 142,780.66
\$ 134,514.28	3	\$ 3,000.00	\$ 137,514.28	\$ 6,346.81	\$ 143,861.09
\$ 134,547.04	4	\$ 4,000.00	\$ 138,547.04	\$ 6,394.48	\$ 144,941.52
\$ 134,579.80	5	\$ 5,000.00	\$ 139,579.80	\$ 6,442.14	\$ 146,021.94
\$ 134,612.56	6+	\$ 6,000.00	\$ 140,612.56	\$ 6,489.81	\$ 147,102.37

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## Schedule A

### Salaries

#### Section 10

The following Per annum salaries shall be effective January 1, 2017 for Police Sergeants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 103,705.26	0	\$ -	\$ 103,705.26	\$ 4,786.40	\$ 108,491.66
\$ 103,756.10	1	\$ 1,000.00	\$ 104,756.10	\$ 4,834.90	\$ 109,591.00
\$ 103,806.93	2	\$ 2,000.00	\$ 105,806.93	\$ 4,883.40	\$ 110,690.33
\$ 103,857.76	3	\$ 3,000.00	\$ 106,857.76	\$ 4,931.90	\$ 111,789.66
\$ 103,908.61	4	\$ 4,000.00	\$ 107,908.61	\$ 4,980.40	\$ 112,889.01
\$ 103,959.44	5	\$ 5,000.00	\$ 108,959.44	\$ 5,028.90	\$ 113,988.34
\$ 104,010.27	6+	\$ 6,000.00	\$ 110,010.27	\$ 5,077.40	\$ 115,087.67

#### Section 11

The following Per annum salaries shall be effective January 1, 2017 for Police Lieutenants:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 113,985.11	0	\$ -	\$ 113,985.11	\$ 5,260.85	\$ 119,245.96
\$ 114,035.94	1	\$ 1,000.00	\$ 115,035.94	\$ 5,309.35	\$ 120,345.29
\$ 114,086.77	2	\$ 2,000.00	\$ 116,086.77	\$ 5,357.85	\$ 121,444.62
\$ 114,137.62	3	\$ 3,000.00	\$ 117,137.62	\$ 5,406.35	\$ 122,543.97
\$ 114,188.45	4	\$ 4,000.00	\$ 118,188.45	\$ 5,454.85	\$ 123,643.30
\$ 114,239.28	5	\$ 5,000.00	\$ 119,239.28	\$ 5,503.35	\$ 124,742.63
\$ 114,290.12	6+	\$ 6,000.00	\$ 120,290.12	\$ 5,551.85	\$ 125,841.97

#### Section 12

The following Per annum salaries shall be effective January 1, 2017 for Police Captains:

Base Salary	Years	Incentive Amount	Total Base	Holiday Pay	Total
\$ 136,768.26	0	\$ -	\$ 136,768.26	\$ 6,312.38	\$ 143,080.64
\$ 136,819.10	1	\$ 1,000.00	\$ 137,819.10	\$ 6,360.88	\$ 144,179.98
\$ 136,869.93	2	\$ 2,000.00	\$ 138,869.93	\$ 6,409.38	\$ 145,279.31
\$ 136,920.77	3	\$ 3,000.00	\$ 139,920.77	\$ 6,457.88	\$ 146,378.65
\$ 136,971.61	4	\$ 4,000.00	\$ 140,971.61	\$ 6,506.38	\$ 147,477.99
\$ 137,022.44	5	\$ 5,000.00	\$ 142,022.44	\$ 6,554.88	\$ 148,577.32
\$ 137,073.27	6+	\$ 6,000.00	\$ 143,073.27	\$ 6,603.38	\$ 149,676.65