

AGREEMENT
BETWEEN
THE BOROUGH OF WOODCLIFF LAKE
AND
PBA LOCAL 206
(WOODCLIFF LAKE UNIT)

JANUARY 1, 2014 THROUGH DECEMBER 31, 2017

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THIS AGREEMENT, made this 14 day of January 2015 between the **BOROUGH OF WOODCLIFF LAKE, NEW JERSEY**, hereinafter referred to as the "Borough", or "Employer", and **PBA LOCAL 206 (WOODCLIFF LAKE UNIT)**, hereinafter referred to as the "PBA". The Borough recognizes the PBA as the sole and exclusive representative for purposes of collective negotiations of all uniform members of the Police Department of the Borough but excluding the Chief of Police and Captain.

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ARTICLE I
MANAGEMENT

The PBA recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, power, and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer, subject only to such limitations as are specifically provided in this Agreement.

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ARTICLE II

GRIEVANCE PROCEDURE

To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to the interpretation or application of this Agreement, and minor discipline cases, the following procedures shall be followed. Minor discipline is defined as any discipline which results in the suspension of five (5) days, or equivalent fine, or any lesser penalty.

A. Immediate Supervisor

A Police Officer with a grievance shall first discuss it with his/her immediate supervisor to ascertain whether the grievance may be resolved informally.

B. Chief of Police

In the event the grievance cannot be resolved informally to the satisfaction of the aggrieved Police Officer, or in the event that no decision is made by his/her immediate supervisor within five (5) working days after the informal presentation of the grievance to the Police Officer's immediate supervisor, the Police Officer may file a written grievance with the Chief of Police, or in his absence, such person as may be designated by him. The Chief of Police shall hold a hearing with the aggrieved Police Officer within five (5) working days of the filing of the written grievance with the Chief of Police.

C. Mayor and Council

In the event that the grievance cannot be resolved at the hearing with the Chief of

Police, to the satisfaction of the aggrieved Police Officer, or in the event that a written decision is not rendered by the Chief of Police concerning said grievance within five (5) working days after such hearing, this grievance shall be referred to the Mayor and Council. The Mayor and Council shall hold a hearing concerning the grievance within thirty (30) days. The hearing shall not be held publicly unless the Police Officer and the Mayor and Council mutually agree in writing that the hearing should be public. The Mayor and Council shall render its final written decision concerning such grievance within fifteen (15) working days of the hearing.

D. Arbitration

In the event that the PBA is not satisfied with the decision of the Mayor and Council, the PBA may, within fifteen (15) calendar days of the decision of the Mayor and Council, request arbitration. In the event the PBA requests arbitration:

1. The Arbitrator shall be selected in accordance with the Rules and Regulations of the New Jersey Public Employment Relations Commission.
2. The Arbitrator's decision shall be in writing and shall not be issued later than thirty (30) calendar days after the close of the arbitration hearing. The decision shall set forth the Arbitrator's findings of fact, and his/her reasons and conclusions on the issue or issues submitted for arbitration.
3. The Arbitrator's decision shall be binding.
4. The cost for services of the arbitration shall be borne equally between the parties. All other expenses incidental to and arising out of the arbitration shall be paid by the party incurring such expenses.

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E. Time Limits

The times for rendering decisions and taking action as herein above set forth, shall be construed as maximum time limits. However, these may be extended upon mutual agreement between the parties. No grievance shall be presented later than one (1) week from the date of the occurrence which gave rise to the grievance.

F. Representation

Any Employee may be represented at all stages of the grievance procedure by himself/herself or the PBA, or by an attorney-at-law of the State of New Jersey.



ARTICLE III

SALARIES

A. All base salary adjustments shall commence on the first pay period of the calendar year, except increment steps, which shall commence on the Employee's anniversary date.

An Officer's base pay shall be defined as the salary set forth on attached Schedule A and A-1 plus the Officer's Educational Incentive which has been calculated in accordance with Article X entitled, Higher Education Incentive Program.

B. In addition, any Officer assigned to be a Detective, a Narcotic Officer, or a Juvenile Officer, shall receive an additional Five Hundred Dollars (\$500.00) annually.

C. The two (2) step Salary Guide for Sergeants set forth in Schedule A-1 and Schedule A-2 shall only apply to Sergeants promoted after January 1, 2014. All Sergeants promoted prior to January 1, 2014 shall be paid at the First Class Rate and remain at said classification.

D. In addition to the wage rates set forth on the annexed Salary Schedules the following Officers; Police Officer Schanel, Police Officer Ingoglia and Police Officer Matovski, currently employed by the Woodcliff Lake Police Department, shall receive the additional annual stipends to be added and paid at the end of the years set forth below:

	2014	2015	2016	2017
PO Schanel	\$1,000	\$1,500	\$2,000	\$2,500
PO Ingoglia	\$1,000	\$1,500	\$2,000	\$2,500
PO Matovski	\$500	\$1,500	\$2,000	\$2,500

ARTICLE IV
LONGEVITY PAY

A. The following Longevity Schedule shall apply to all current Employees covered by this contract hired before September 1, 2010 (9/1/2010):

Step	Longevity %	After Years of Service
1	2	1 Year Anniversary as 1 st Class Patrol Officer
2	4	11
3	6	15
4	8	19
5	10	23
6	12 Cap	29

B. New Employees hired on or after September 1, 2010 (9/1/2010) shall receive the following longevity benefit: after twelve (12) years of service - two percent (2%), after sixteen (16) years of service - four percent (4%), and after twenty-one (21) years of service - six percent (6%).

C. Longevity for Officers hired after January 1, 2014 (01/01/2014) shall provide a benefit of two percent (2%) at the start of the fifteenth (15th) year, four percent (4%) at the start of the nineteenth (19th) year and six percent (6%) at the start of the twenty-third (23rd) year.

ARTICLE V

WORK SCHEDULE

- A. The parties agree that the Employee's base pay for the purpose of this Agreement is based upon a fifty-two (52) week year with a five (5) day work week.

- B. The parties recognize that at the present time, some Employees work on a schedule of four (4) days on duty and two (2) days off, and some Employees work five (5) days on duty with two (2) days off.

- C. Should the need arise in the Police Department, the Employer reserves the right to modify work schedules as a management function as follows: Under no conditions shall a Police Officer who is working a four-two (4-2) schedule be changed back to a five-two (5-2) schedule. Any Employee who shall be promoted or assigned to a special detail and is currently working a four-two (4-2) schedule must accept a five-two (5-2) schedule if deemed necessary by the Employer. Should this Employee go back to patrol duty, they will immediately revert to a four-two (4-2) schedule.

- D. The Employee will be given reasonable notice of any such change and will be given an explanation for the need for such change to his/her work schedule.

ARTICLE VI

OVERTIME PAY, MINIMUM CALL BACK, STAND-BY PAY

A. Overtime Pay

1. The parties understand and agree that the Employee's working time is based upon a forty (40) hour week, fifty-two (52) weeks annually. Overtime pay will be paid by the Employer to the Employee for all hours in excess of forty (40) hours per week actually worked, including time spent in Court, at the rate of one and one-half (1½) times his/her base hourly rate for each hour worked in excess of the eight (8) hours that day.

2. In the event that an Employee works more than eight (8) hours in any work day, he/she shall be paid at a rate of one and one-half (1½) times his/her base hourly rate for each hour worked in excess of the eight (8) hours that day.

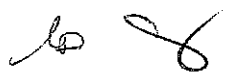
3. Overtime for regularly scheduled shifts and details will be offered to regular/full-time members of the Police Department first, in an order of preference based on a rotating seniority roster. After it has been refused by each member of this seniority roster, it shall be offered to persons other than full-time Employees, *i.e.* "Special Officers".

B. Minimum Call Back

Any Employee who is recalled to active duty by the Chief of Police or his designee, after his/her regular tour is completed, shall be considered to have worked a minimum of two (2) hours at the overtime rate, *i.e.*, one and one-half (1½) times his base hourly rate.

C. Stand-By Pay

An Employee shall receive, in addition to his/her salary, one (1) hour's pay for every two (2) hours they are placed on "stand-by" for possible recall to active duty by the Chief of Police or his designee.



ARTICLE VII

SALARY CONTINUANCE POLICY

In the event of a long-term illness or incapacitation (herein defined as one lasting at least sixty (60) days) of any Employee covered under this Agreement, such Employee may use accumulated sick days for the first sixty (60) days of said illness. Beginning with the sixty-first (61) day of said illness, such Employee will be placed back on the payroll at full salary for a continuous period of four (4) months, during the continuance of said illness or incapacitation. In the event an Employee does not have enough time accumulated for any or all of the first sixty (60) days, he may borrow any time needed for said sixty (60) days from his own Sick Bank. This time will be paid back in subsequent years.

Officers shall be credited with sick time, on a one-time-only basis, as follows:

A. Ten (10) sick days, non-reimbursable, will be credited in the Sick Bank for all First Class Patrol Officers. All new Patrol Officers hired will also have ten (10) sick days credited in the Sick Bank when they become First Class Patrol Officers.

The aforementioned non-reimbursable sick days will be utilized only after depleting annual sick days.



ARTICLE VIII

MEAL AND TRAVEL ALLOWANCE

The Employee shall receive a meal allowance of Seven Dollars and Fifty Cents (\$7.50) daily, plus reimbursement at the current IRS rate per mile for use of the Employee's personal automobile to and from school when attending, at the direction of the Chief of Police, classes at the Police Academy Training Schools, and federal, county and state seminars.

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ARTICLE IX

CLOTHING PROVISIONS

The Borough shall provide a Probationary Officer with the necessary initial clothing and equipment as required in the Department Rules and Regulations.



ARTICLE X

HIGHER EDUCATION INCENTIVE PROGRAM

The following will apply:

A. Effective January 1, 2005, any Officer hired for the Department shall not be entitled to any Higher Education Incentive until they have served the Borough as a Police Officer for a period of fifteen (15) years.

B. Each existing Officer will receive their current value (as of 12/31/04) of Education Incentive in their base pay effective January 1, 2005 and it shall be considered part of their base pay in the future for all calculation purposes.

C. There shall be five (5) annual Higher Education Incentive payments of Two Hundred Dollars (\$200.00) each applied to each existing Officer on January 1st in the years, 2005, 2006, 2007, 2008 and 2009. Said incentive shall be considered base pay in the same manner as the Education Incentive roll-in discussed in Section B. No additional incentive payments shall be made after January 1, 2009.

D. There are two (2) existing Officers that do not currently receive any Education Incentive, they would be entitled to the one-time Incentive discussed in Section C and upon completion of a Degree is entitled to:

- | | | |
|----|-------------------|---------|
| A. | Associated Degree | \$1,000 |
| B. | Bachelor Degree | \$1,800 |

Said payment shall be placed into their base pay effective on January 1st of the year succeeding attaining the degree and attaining their status as a Patrol Officer First Class. The treatment of that payment shall be the same as discussed in Section B.

E. Any current Officer that has not achieved the maximum Higher Education Incentive (Officer on the WCL PD as of December 31, 2004) shall be entitled to an adjustment to their base pay in the future upon attaining a degree based on the difference between the education incentive rolled into their salary on January 1, 2005 and either One Thousand Dollars (\$1,000.00) or Eighteen Hundred Dollars (\$1,800.00) based on the specific degree achieved.

F. A specific list of the Education Incentive that has been applied on January 1, 2005 is included in the Appendix of this Agreement.

G. Any new Officer hired after January 1, 2005, shall be entitled to receive an Educational Incentive of One Thousand Dollars (\$1,000.00) for an Associate's Degree or Eighteen Hundred Dollars (\$1,800.00) for a Bachelor's Degree upon the completion of their fifteenth (15th) year of service with the Borough. Said Education Incentive shall be included in their base salary effective on January 1st on the year succeeding attaining the degree and completion of their fifteenth (15th) year of service with the Borough.

H. In-Service Training Credits - upon completion of two (2) years of service with the

Woodcliff Lake Police Department, the Employee must attend a minimum of thirty-five (35) hours of in-service training courses every two (2) calendar years at a school approved by the Public Safety Committee or the Mayor and Council and New Jersey State Police Training Commission. However, whenever feasible, the Employee shall be permitted his/her choice of in-service training course(s) based upon the seniority of the Employee. The Employee shall receive additional remuneration, under certain circumstances, for in-service training as set forth below:

1. For incentive pay purposes, two (2) credits shall be granted to each Employee for each thirty-five (35) hours of accredited time earned in courses in a Police Training School such as Bergen County Police Academy, Sea Girt, or any school or seminar approved by the Police Chief and the Public Safety Committee.
2. This provision shall not apply to any Employee who has received a salary adjustment due to college degrees that may have been attained.
3. Payments for credits will be paid at Twelve Dollars (\$12.00) per credit.
4. Eligibility - All First Class Officers hired prior to January 1, 2005, are eligible to receive "in-service" credits. Officers hired after January 1, 2005, will be eligible to receive "in-service" training credits upon the completion of their fifteenth (15th) year of service with the Borough. All Patrol Officers must be in an eligible category as of December 31st of the previous year.

ARTICLE XI

HEALTH INSURANCE

A. Medical Insurance

The Employer will maintain Blue Cross and Blue Shield hospitalization and surgical insurance policies (including Rider J), and Major Medical insurance, as heretofore provided, for the benefit of the Employee. The Employer agrees to continue to provide the aforementioned coverage through the NJ State Health Benefit Plan. The Employer agrees to continue such coverage for the Employee and his/her spouse after retirement, provided the Employee has a minimum of twenty-five (25) years of service with the Employer. Retiree coverage shall be terminated upon re-employment, if the Employee gains coverage through his new employment. The statutory mandate of Chapter 78, *P.L.* 2011 shall apply to insurance premium co-payments

B. Dental Insurance

The Employer will maintain a dental program (Plan A) for Employees and dependents, effective January 1, 2000 (Maximum coverage Twelve Hundred Dollars (\$1,200.00) insurance).

C. Prescription Drug Plan

The Employer shall continue to maintain a prescription drug insurance plan. The contractual prescription plan shall provide for the current Medco Drug Card Plan provisions.

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ARTICLE XII

LIFE INSURANCE

The Employer will continue to maintain at the Employer's expense, a convertible life insurance policy in the sum of Twenty Thousand Dollars (\$20,000.00), payable to a beneficiary or beneficiaries designated by the Employee.

ARTICLE XIII

INDEMNIFICATION

A. False Arrest Insurance

The Employer shall continue to maintain, at the Employer's expense, insurance coverage for "false arrest" as heretofore provided, for the benefit of the Employee.

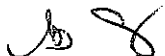
B. Legal Aid

The Employer will provide legal aid to the Employee in suits or other legal proceedings against the Employee arising from incidents in the line of duty. This provision shall not be applicable to any disciplinary or criminal proceeding instituted against the Employee by the Employer. Whenever an Employee is a defendant in any action or legal proceeding arising out of or incidental to the performance of his/her duties, the Employer shall provide said Employee with legal counsel for the defense of such action or proceeding other than for his/her defense in a disciplinary proceeding instituted as a result of a complaint by the Employer. If any such disciplinary or criminal proceeding instituted by or on complaint of the Employer shall be dismissed or finally determined in favor of the Employee, they shall be reimbursed for the reasonable expense of his/her defense.

C. Off Duty Police Officer

Whenever any Woodcliff Lake Police Officer has been conferred with Statewide Police powers and is acting under lawful authority beyond the territorial limits of his/her

employing municipality, said Police Officer shall have all immunities from tort liability and shall have all of the pension, relief, disability, Workman's Compensation, insurance, and other benefits enjoyed while performing duties within said employing municipality.



ARTICLE XIV

VACATIONS

The Employee shall receive vacations annually, with pay, at such times as the Chief of Police may approve. Vacations may be used by the Employee at any time during the year and sixty (60) days into the following year, but at no time may one (1) year's vacation complement the next year's vacation period. Vacation days shall be determined in accordance with the following:

EMPLOYMENT	DAYS OF VACATION
0 to 1 Year	5 Working Days
1 to 5 Years	10 Working Days
6 th Year	15 Working Days
7 th to 10 th Year	17 Working Days
11 th to 15 th Year	20 Working Days
16 th to 20 th Year	23 Working Days
21 Years and Up	25 Working Days

Vacation days are determined by the Employee's anniversary date.



ARTICLE XV

HOLIDAYS

A. Each Employee covered by this Agreement shall be entitled to and will receive thirteen (13) paid holidays per year at his/her hourly rate. Holiday pay is included in the Police Officer's base pay and will be included for all calculation purposes and compensation purposes.

HOLIDAY	DATE
New Year's Day	January 1
Martin Luther King Day	Traditional
President's Day	Traditional
Good Friday	Traditional
Memorial Day	Traditional
Independence Day	July 4
Labor Day	Traditional
Columbus Day	Traditional
General Election Day	Traditional
Veteran's Day	November 11
Thanksgiving Day and Day Following	Traditional
Christmas Day	December 25

B. Police Employees shall be entitled to additional paid holidays in the event that the Mayor and Council shall award other Borough employees more than thirteen (13) holidays.

C. On President's Day, Good Friday and Easter (Group 1), Mother's Day, Father's Day and Independence Day (Group 2); Labor Day, Columbus Day and Veteran's Day (Group 3) and Thanksgiving Day, Christmas Day and New Year's Day (Group 4) and if a three (3) Officer tour is scheduled, the Senior Officer of each tour shall have first choice of which of the aforesaid holidays they choose to have as a day off. They shall rotate the other two (2) holidays with the other Officer on the tour. In the event that either of the two (2) remaining Officers on a tour is absent for any reason, the Officer awarded a day off shall be required to work. The Chief of Police, at his discretion, may void these days off, due to unusual circumstances, so that the protection of the Borough's citizens will not suffer.

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ARTICLE XVI

SICK LEAVE

The Employee shall receive a sick leave benefit of twelve (12) days annually, which may accumulate to protect the Employee against absence necessitated by a long illness or incapacitation. The Employee has the following options:

- A. Receive one (1) day's daily rate of compensation for each two (2) days of unused twelve (12) days annual sick leave at the end of the calendar year, or
- B. Use all accumulated sick days as Terminal Leave.

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ARTICLE XVII

TERMINAL LEAVE

Accumulate unused sick days with one (1) day's daily rate of compensation for each two (2) days of unused sick leave at time of retirement or termination. This will be paid in one lump sum as terminal leave

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ARTICLE XVIII

LEAVE OF ABSENCE

A. Death in Immediate Family

An Employee shall receive emergency leave for a period of four (4) days in the event of death in the Officer's immediate family, which includes: Spouse, Child, Step-Child, Parent, Brother, Sister, Grandparents, Son-in-Law, Daughter-in-Law, Spouse's Parents, Grandparents, Brother-in-Law, Sister-in-Law, or Employee's Legal Guardian during Adolescent Years.

Additional emergency leave may be granted by the Chief of Police for extenuating circumstances surrounding this period of grieving by Employee.

B. Personal Leave

An Employee shall receive three (3) personal days with pay per year for necessary important personal reasons. Personal days must be taken in the year earned. If an Employee shall have personal days remaining at year end, they may add a maximum of two (2) days to their sick bank. Except in cases of emergency, four (4) hours notice shall be required. An Employee shall not be eligible to use a personal day on any of the twelve (12) holidays listed in Article XV, Subsection C unless approved by the Senior Officer on that particular shift.

C. Up to One Year's Leave of Absence

The Employer may grant to the Employee a leave of absence, without pay, for a period not to exceed one (1) year.



ARTICLE XIX

RETIREMENT PROVISIONS

The Employer will continue to maintain the present retirement plan with the Police and Fireman's Retirement System of New Jersey. The Employee's contribution will be calculated on the total base salary, which shall include holiday pay, educational incentive plus any longevity pay which is received.

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ARTICLE XX

PERSONNEL FILE

Upon request to the Chief, and in his presence or that of his representative, any member of the Police Department shall have access to examine his/her own personnel file. This request shall not be refused without justification.

Whenever any item or material is added or removed from an Employee's file, that Employee must be notified by the Chief of Police or his representative.

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ARTICLE XXI

RULES AND REGULATIONS

The Rules and Regulations of the Woodcliff Lake Police Department shall be modified and amended by the Mayor and Council to include applicable portions of this Agreement, and said Rules and Regulations, insofar as they govern working conditions, shall not be modified without prior negotiations with the Employees.

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ARTICLE XXII

TERMS OF AGREEMENT

This Agreement shall be effective January 1, 2014, and shall terminate on December 31, 2017. If either party desires to change this Agreement, it shall notify the other party, in writing, at least thirty (30) days before the expiration of the Agreement, of the proposed changes and of the desire to terminate this Agreement. If notice is not given as herein stated, this Agreement shall automatically be renewed for another year.

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ARTICLE XXIII

SAVINGS CLAUSE

In the event that any federal or state legislation, governmental regulations, or court decision causes invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect, and the parties shall renegotiate concerning any such invalidated provisions.

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ARTICLE XXIV

CONDITION PRECEDENT

This Agreement is contingent upon acceptance by a majority of the membership of the Woodcliff Lake Police Department, with the exception of the Chief of Police and Captain, and shall take effect only after a vote of the membership and execution of an Agreement by the appropriate PBA representatives.

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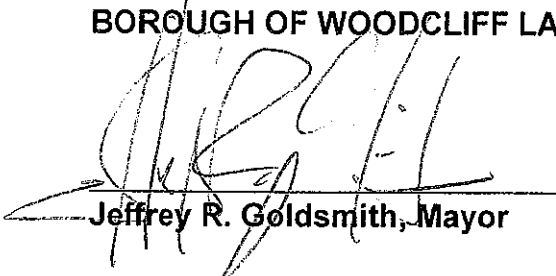
APPENDIX

1. In accordance with Article X, Higher Education Incentive Program the education incentive of the following Officers was added to their base pay effective 01/01/05. Officers that are not at the maximum may be entitled to additional base pay compensation in the future based on Article X.

Roger Caron	\$1,800 (Maximum)
Lyle Garcia	\$1,800 (Maximum)
Bruce Conway	\$2,025 (Maximum)
Michael Origoni	\$1,800 (Maximum)
Frank Ryan	\$500
Matthew Miller	\$720
John Burns	\$1,005
James Uhl	\$1,800 (Maximum)
Craig DeGeorge	\$1,800 (Maximum)
Bridget Jennings	\$1,800 (Maximum)
Dennis DeAngelis	\$1,800 (Maximum)
James Foley	\$588
Kathleen Powers	\$1,005
Sean Hammel	\$312
Stephen Regula	\$0
Chad Malloy	\$0

IN WITNESS WHEREOF, the parties have hereunto set his/her hands and seals,
or caused these presents to be signed by his/her proper corporate officers, the day and
year first above written.

BOROUGH OF WOODCLIFF LAKE



Jeffrey R. Goldsmith, Mayor



Eric Bloom, Councilman

**WOODCLIFF LAKE PBA LOCAL 206
Negotiating Committee**



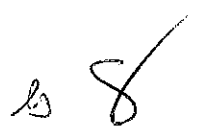
Lieutenant James Uhl



P.O. Sean Hammel



P.O. Chad Malloy



SCHEDULE A-1

SALARIES

	Effective 01/01/2014	Effective 01/01/2015	Effective 01/01/2016	Effective 01/01/2017
Lieutenant	\$128,109	\$129,710	\$131,980	\$134,290
		(1.25)	(1.75)	(1.75)
Sergeant First Class	\$119,901	\$121,400	\$123,524	\$125,686
Sergeant Second Class	\$115,996	\$117,446	\$119,501	\$121,592
Patrol Officer				
First Class	\$112,090	\$113,491	\$115,477	\$117,498
Second Class	\$104,906	\$106,217	\$108,076	\$109,967
Third Class	\$97,725	\$98,947	\$100,679	\$102,441
Fourth Class	\$90,545	\$91,677	\$93,281	\$94,913
Fifth Class	\$83,364	\$84,406	\$85,883	\$87,386
Sixth Class	\$76,184	\$77,136	\$78,486	\$79,860
Seventh Class	\$69,003	\$69,866	\$71,089	\$72,333
Eighth Class	\$61,823	\$62,596	\$63,691	\$64,806
Ninth Class	\$54,642	\$55,325	\$56,293	\$57,278
Academy/Probationary	\$47,462	\$48,055	\$48,896	\$49,752

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SCHEDULE A-2

SALARIES

EMPLOYEES HIRED AFTER JANUARY 1, 2014

	Effective 01/01/2014	Effective 01/01/2015	Effective 01/01/2016	Effective 01/01/2017
Lieutenant	\$128,109	\$129,710	\$131,980	\$134,290
Sergeant First Class	\$119,901	\$121,400	\$123,525	\$125,687
Sergeant Second Class	\$115,996	\$117,446	\$119,501	\$121,592
Patrol Officer				
First Class	\$112,090	\$113,491	\$115,477	\$117,498
Second Class	\$106,214	\$107,542	\$109,424	\$111,339
Third Class	\$100,338	\$101,592	\$103,370	\$105,179
Fourth Class	\$94,463	\$95,644	\$97,318	\$99,021
Fifth Class	\$88,588	\$89,695	\$91,265	\$92,862
Sixth Class	\$82,713	\$83,747	\$85,213	\$86,704
Seventh Class	\$76,838	\$77,798	\$79,159	\$80,544
Eighth Class	\$70,963	\$71,850	\$73,107	\$74,386
Ninth Class	\$65,088	\$65,902	\$67,055	\$68,228
Tenth Class	\$59,213	\$59,953	\$61,002	\$62,070
Eleventh Class	\$53,338	\$54,005	\$54,950	\$55,912
Twelfth Class	\$47,462	\$48,055	\$48,896	\$49,752
Thirteenth Class	\$42,500	\$43,031	\$43,784	\$44,550
Academy/Probationary	\$37,500	\$37,969	\$38,633	\$39,309