

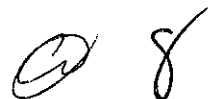
**AGREEMENT**  
**BETWEEN**  
**THE BOROUGH OF WOODCLIFF LAKE**  
**AND**  
**PBA LOCAL 206**  
**(WOODCLIFF LAKE UNIT)**

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**JANUARY 1, 2018 THROUGH DECEMBER 31, 2022**

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**LAW OFFICES:**  
**LOCCKE, CORREIA & BUKOSKY**  
**24 Salem Street**  
**Hackensack, NJ 07601**  
**201-488-0880**



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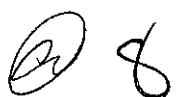


**THIS AGREEMENT**, made this 19<sup>th</sup> day of December 2018 between the **BOROUGH OF WOODCLIFF LAKE, NEW JERSEY**, hereinafter referred to as the "Borough", or "Employer", and **PBA LOCAL 206 (WOODCLIFF LAKE UNIT)**, hereinafter referred to as the "PBA". The Borough recognizes the PBA as the sole 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.



**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.

**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.

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**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-1 and A-2 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 a Stipend. The Detective stipend shall be 1.75% of said Officer's base salary. The Narcotics Officer stipend shall be 1.75% of said Officer's base salary. The Juvenile Officer shall receive a stipend of 1.75% of said Officer's base salary.

**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.



**ARTICLE IV**  
**LONGEVITY PAY**

A. The following Longevity Schedule shall apply.

	<b>Longevity</b>
Commencing with the Start of 1 <sup>st</sup> Class Patrol Officer Status	2%
Commencing with 1 <sup>st</sup> Year Anniversary of 1 <sup>st</sup> Class Patrol Officer Status	4%
Start of 16 <sup>th</sup> Year	6%
Start of 19 <sup>th</sup> Year	10%
Start of 21 <sup>st</sup> Year	12%
Start of 24 <sup>th</sup> Year	14%

B. Officers hired after January 1, 2018 shall not be entitled to longevity benefits.

C. All longevity benefits shall be paid on a regular basis along with regular payroll and used for all calculation purposes.

**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. In the event of any schedule change which results in any additional annual hours said change shall result in appropriate increases in compensation which occurs as a result of increased annual hours.
- 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 of 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.

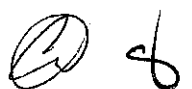
3. Overtime for regularly scheduled shifts and details will be offered to regular/full-time members of the Police Department first, in an order of preference based on a rotating seniority roster. After it has been refused by each member of this seniority roster, it shall be offered to persons other than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

A. In the event of a non work related 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, the Employee 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:

B. 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.

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**Injury Leave**

Whenever an Employee is incapacitated from duty because of an injury or ailment sustained or incurred in the performance of their duty, they shall be entitled to injury leave with full pay at the rate of pay in existence at the time of their injury, for a maximum aggregate period of one (1) year commencing with the date of their injury, illness or disability; or until such time as they have been accepted for retirement by the Police Pension System. Any payments of temporary disability insurance by the Borough or its workers' compensation carrier shall be credited toward the full pay set forth above. If the illness continues beyond one (1) year, they shall be paid on the basis of their accumulated sick leave.

The Borough may require that the injury, illness or disability be evidenced by a certificate of a physician designated by the Police Department to examine the Employee.

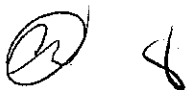
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**ARTICLE VIII**

**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.





**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.** 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 (Sergeant James Foley is specifically grandfathered with benefits under this Article) :

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.
- B.**
1. Educational benefits shall commence with the beginning of the fifth (5<sup>th</sup>) year of employment.
  2. Officers hired on or after January 1, 2018 shall not be entitled to money for attaining credits but only for attaining or maintaining a

degree.

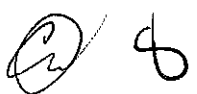
3. Effective January 1, 2019, Officers hired prior to January 1, 2018 shall receive in each contract year an annual higher education incentive payment as set forth on the below scale. Said payments shall be paid along with regular base pay and included for all computation purposes. The scale for such qualifying Officers hired before January 1, 2018 shall be as follows:

Lieutenants	\$550.00 <i>per annum</i>
Sergeants	\$450.00 <i>per annum</i>
First Class Patrolman	\$350.00 <i>per annum</i>
All Other Patrol Officers	\$300.00 <i>per annum</i>

C. Any Officer hired on or after January 1, 2018 shall not be entitled to money for attaining credits but only for attaining or maintaining a degree. The degree attainment benefits for each year shall be as follows:

1. Associate Degree \$1,000.00 *per annum*
2. Bachelor's Degree \$1,800.00 *per annum*
3. Master's Degree \$2,400.00 *per annum*

Said Educational Incentives shall continue to be included in the base salary and shall be used for all computation purposes.



**ARTICLE XI**

**HEALTH INSURANCE**

**A. Medical Insurance**

The Employer will maintain hospitalization and surgical insurance policies 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 and eligible dependents 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 Employee 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.



**D. Retiree Contribution to Medical Costs (Effective January 1, 2018)**

1. Effective January 1, 2018 bargaining unit members who retire and who elect medical coverage shall contribute the following amount towards said retiree medical coverage:

Family Plan - 5% of Pension Monthly Benefit

Two Party Coverage (Employee/Spouse, Parent/Child)  
or Single - 3% of Pension Monthly Benefit

Upon Retiree attaining Sixty-Five (65) Years of Age.  
For any and all Plans - 1.5% of Pension Monthly Benefit

2. The parties have agreed that two (2) bargaining unit members, Lieutenant John Burns and Lieutenant James Uhl, shall be exempt from the above provisions of this paragraph and shall not pay any money into retirement for retiree medical coverage for any of the plans noted.

3. Employees hired after January 1, 2018 shall not be eligible for retiree medical coverage as provided in this Article unless said retirement is a disability retirement as set forth in the Police and Fire Retirement System.



**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.

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**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.

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**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:

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

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

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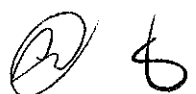
**ARTICLE XV**

**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 Officers 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.



**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.



**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

**ARTICLE XVIII**

**LEAVE OF ABSENCE**

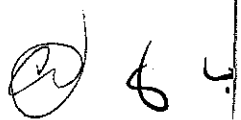
**A. Death in Immediate Family**

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.

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**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.



**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.

*Handwritten initials/signature*

**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.

**ARTICLE XXII**

**TERMS OF AGREEMENT**

This Agreement shall be effective January 1, 2018, and shall terminate on December 31, 2022. 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**

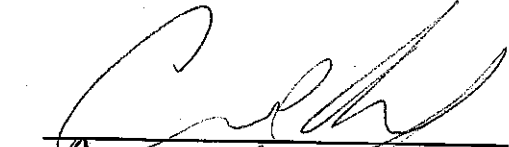
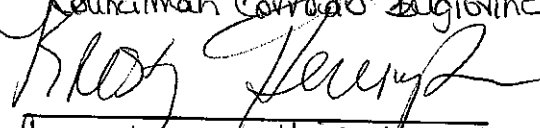
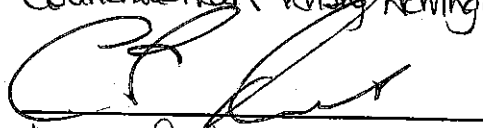
This Agreement is contingent upon acceptance by a majority of the membership of the Woodcliff Lake Police Department, with the exception of the Chief of Police and Captain, and shall take effect only after a vote of the membership and execution of an Agreement by the appropriate PBA representatives.




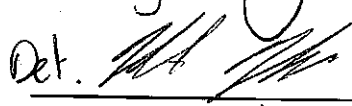
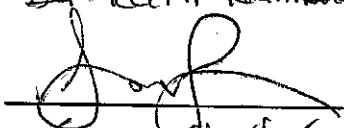


IN WITNESS WHEREOF, the parties have hereunto set his/her hands and seals,  
or caused these presents to be signed by his/her proper corporate officers, the day and  
year first above written.

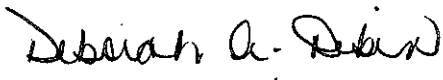
BOROUGH OF WOODCLIFF LAKE

  
Councilman Corrado Zingrone  
  
Councilwoman Kristy Kervington  
  
Mayor Carlos Bendo

WOODCLIFF LAKE PBA LOCAL 206  
Negotiating Committee

  
Det. Sgt. Chad Malloy  
  
Det. Keith Kalmbach  
  
Simon Sharfer

Attest:

  
Deborah A. Dakin, RMC, CNR  
Borough Clerk



**SCHEDULE A-1**

**SALARIES**

	<b>Effective 01/01/2018</b>	<b>Effective 01/01/2019</b>	<b>Effective 01/01/2020</b>	<b>Effective 01/01/2021</b>	<b>Effective 01/01/2022</b>
<b>Lieutenant</b>	\$136,976	\$139,373	\$141,812	\$144,294	\$146,819
<b>Sergeant First Class</b>	\$128,200	\$130,444	\$132,726	\$135,049	\$137,412
<b>Sergeant Second Class</b>	\$124,024	\$126,194	\$128,403	\$130,650	\$132,936
<b>Patrol Officer</b>					
<b>First Class</b>	\$119,848	\$121,945	\$124,079	\$126,251	\$128,460
<b>Second Class</b>	\$112,166	\$114,129	\$116,126	\$118,158	\$121,226
<b>Third Class</b>	\$104,490	\$106,319	\$108,179	\$110,072	\$111,999
<b>Fourth Class</b>	\$96,811	\$98,505	\$100,229	\$101,983	\$103,768
<b>Fifth Class</b>	\$89,134	\$90,694	\$92,281	\$93,896	\$95,539
<b>Sixth Class</b>	\$81,457	\$82,882	\$84,333	\$88,809	\$87,310
<b>Seventh Class</b>	\$73,780	\$75,071	\$76,385	\$77,722	\$79,082
<b>Eighth Class</b>	\$66,102	\$67,259	\$68,436	\$69,633	\$70,852
<b>Ninth Class</b>	\$58,424	\$59,446	\$60,487	\$61,545	\$62,622
<b>Academy/Probationary</b>	\$50,747	\$51,635	\$52,539	\$53,458	\$54,394

*CS* *J*

**SCHEDULE A-2**

**SALARIES**

**EMPLOYEES HIRED AFTER JANUARY 1, 2014**

	Effective 01/01/2018	Effective 01/01/2019	Effective 01/01/2020	Effective 01/01/2021	Effective 01/01/2022
Lieutenant	\$136,976	\$139,373	\$141,812	\$144,294	\$146,819
Sergeant First Class	\$128,200	\$130,444	\$132,726	\$135,049	\$137,412
Sergeant Second Class	\$124,024	\$126,194	\$128,403	\$130,650	\$132,936
Patrol Officer					
First Class	\$119,848	\$121,945	\$124,079	\$126,251	\$128,460
Second Class	\$113,566	\$115,553	\$117,576	\$119,633	\$121,727
Third Class	\$107,283	\$109,160	\$111,071	\$113,015	\$114,992
Fourth Class	\$101,001	\$102,769	\$104,567	\$106,397	\$108,259
Fifth Class	\$95,739	\$97,414	\$99,119	\$100,854	\$102,619
Sixth Class	\$90,478	\$92,061	\$93,672	\$95,312	\$96,980
Seventh Class	\$85,215	\$86,706	\$88,224	\$89,768	\$91,338
Eighth Class	\$79,954	\$81,353	\$82,777	\$84,225	\$85,699
Ninth Class	\$75,874	\$77,202	\$78,553	\$79,928	\$81,327
Tenth Class	\$71,794	\$73,050	\$74,329	\$75,630	\$76,953
Eleventh Class	\$69,593	\$70,811	\$72,050	\$73,311	\$74,594
Twelfth Class	\$66,047	\$67,203	\$68,379	\$69,576	\$70,793
Thirteenth 6 months	\$60,947	\$62,014	\$63,099	\$64,203	\$65,327
Fourteenth 6 months	\$55,847	\$56,824	\$57,819	\$58,831	\$59,861
Fifteenth 6 months	\$50,747	\$51,635	\$52,539	\$53,458	\$54,394
Alt Route 6 months	\$45,441	\$46,236	\$47,045	\$48,869	\$48,706
Academy 6 months	\$39,780	\$40,476	\$41,184	\$41,905	\$42,639