

AGREEMENT #3

Between

THE CITY OF VINELAND

A Municipal Corporation of the State of New Jersey

&

VINELAND POLICE CAPTAINS ASSOCIATION

An Employee Representative

Effective January 1, 1999 through December 31, 2002

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AGREEMENT, dated October 7, 1999 by and between THE CITY OF VINELAND, a municipal corporation of the State of New Jersey (hereinafter referred to as the "City"); and the VINELAND POLICE CAPTAINS ASSOCIATION (herein after referred to as the "Association").

ARTICLE ONE

PURPOSE

This Agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1968, and as amended (N.J.S.A.34:13A-5.1, etc.) of the State of New Jersey, to promote and insure harmonious relations, cooperation and understanding between the City and the employees; to prescribe the rights and duties of the City and the employees; to provide for the resolution of legitimate grievances, all in order that the public service shall be expedited and effectuated in the best interests of the people of the City of Vineland and its employees and the City.

ARTICLE TWO

RECOGNITION

It is the intention of the parties that this Agreement be construed in harmony with the Rules and Regulations of the Civil Service Commission, Chapter 303 of the Laws of 1968, and as amended, the Statutes of the State of New Jersey, the Ordinances of the City of Vineland, and the Rules and Regulations of the Police Department, but no Ordinance of the City nor Rules and Regulations of the Department shall amend or alter any agreed upon term of this Contract.

The City recognizes the Vineland Police Captains Association as the sole and exclusive representative of those certain employees of the Police Department of the City of Vineland for the

Section 2. Enforcement Clause

The City of Vineland shall have the right at all times to enforce rules, regulations, policies or other statements of procedure not inconsistent with this Agreement, notwithstanding the act, whether active or passive, of the City of Vineland in refraining from doing so at any time or times. The act of the City of Vineland at any time or times in refraining to enforce its rights under said rules, regulations, policies or other statements of procedure shall not be construed as having created a custom or practice contrary to said rules, regulations, policies or other statements of procedure or as having waived or modified said rules, regulations, policies or other statements of procedure.

Section 3. 7K Exemption of the Fair Labor Standards Act

As required by law, the City of Vineland adopted provisions of the Fair Labor Standards Act on September 27, 1985. And as such, elected to adopt the 7K exemption provision of the Fair Labor Standards Act, specifically, the 171 hour - 28 day cycle portion.

ARTICLE FOUR

MAINTENANCE OF STANDARDS

Section 1. With respect to matters not covered by this Agreement, the City will not seek to diminish or impair during the term of this Agreement any benefit, privilege or working condition as provided by law, rule or regulation for employees without prior negotiations with the Association, provided, however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the City by the Management Rights clause of this Agreement.

Section 2. Employees shall retain all civil rights under New Jersey State and Federal Law.

Section 2. In the event that the Association elects to establish a bulletin board, it will be made accessible to the City for posting of Public Employees Relations Commission's notices.

ARTICLE EIGHT

NONDISCRIMINATION

Section 1. The provisions of the Agreement shall be applied equally to all employees without discrimination as to age, sex, marital status, race, color, creed, national origin or political affiliation, rank or assignment. Both the City and the Association shall bear the responsibility for complying with this provision of the Agreement.

Section 2. All reference to employees in this Agreement designate both sexes, and wherever the male gender is used it shall be construed to include male and female employees.

Section 3. The City agrees not to interfere with the rights of employees to become members of the Association. There shall be no discrimination, interference, restraint or coercion by the City or any City representative against any employee because of Association membership or because of any employee activity permissible under the New Jersey Employer-Employee Relations Act of 1968, as amended, or this Agreement.

Section 4. The Association recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

Section 5. Medical records are covered by the Federal Confidentiality Act and can be released pursuant to City Policy No 87.

Section 6. Employees of the City agree that they will perform loyal and efficient work and service; that they will use their influence and best endeavors to protect the property of the City

ARTICLE TEN

WAGES

See attached schedules.

ARTICLE ELEVEN

PAY PERIOD

Section 1. All salary and wages of individual employees shall be paid on a weekly basis and shall normally be paid to the member on each Friday of the month, unless that day be a holiday, and then payment is to be made on the day preceding the holiday.

Section 2. Pay receipts for employees shall be itemized as follows:

- a. Base pay
- b. Payments for hours worked at the overtime rate
- c. Other payments, hours and entitlements to the extent possible and practicable to the limits of the computerized payroll accounting system.

Such payments, hours and entitlements shall be explained in the deduction code attached to the employee's paycheck. The City will use its best endeavor to provide as much information printed on the paychecks, that the employees desire, within limits and constraints imposed by the computerized payroll accounting system.

Section 5. Vacation pay will be granted to employees terminating their employment. The number of vacation days to be granted will be the proportional number as accrued during the year of termination.

Section 5b. An employee who terminates employment with the City under this contract must be on the payroll of the City of Vineland at least 15 days during the month in which he/she terminates to be eligible for credit for the earned and eligible vacation day(s) for the month.

Section 6. All vacation schedules must be submitted prior to May 1st of each year or thirty (30) days before anticipated vacation prior to May 1st of that year. Employees scheduled vacation can be revised and rescheduled by the employee provided there is no conflict with another superior officers scheduled vacation or demands of the Police Department. An employee may choose to split one (1) vacation day each year into two (2) half vacation days.

ARTICLE THIRTEEN

HOLIDAY PAY

This benefit has been eliminated through negotiations.

ARTICLE FOURTEEN

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

This benefit has been eliminated through negotiations.

be compensated for total appearance hours in all courts during that 24 hour period the greater of 1½ hours or actual hours spent in all courts, at the overtime rate of pay portal to portal.

ARTICLE SEVENTEEN

SICK LEAVE/INJURY LEAVE

Section 1. Service Credit for Sick Leave.

- A. All employees shall be entitled to sick leave with pay as specified hereunder.
- B. Sick leave for purposes herein is defined to mean absence from work of an employee because of personal illness by reason of which such employee is unable to perform the usual duties of his/her position, exposure to contagious disease, a short period of emergency attendance upon a member of his/her immediate family seriously ill and requiring the presence of such employee.
- C. If an employee is incapacitated and unable to work because of an injury sustained in the performance of his/her police duties, as evidenced by a Certificate of a City-designated physician or other doctor acceptable to the City, he/she shall be granted in addition to annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of three hundred sixty-five (365) days or so much thereof as may be required, as evidenced by Certificate of a City-designated or accepted physician, but not longer than a period of which worker's compensation temporary disability payments are allowed.

If at the end of such three hundred sixty-five (365) day period the employee is unable to return to duty, a Certificate from the City-designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he/she so desires, to use all or any part of the sick leave accumulated to supplement compensation payments so that the combined compensation

B. Sick leave for purposes herein is defined to mean absence from work of an employee because of personal illness by reason of which such employee is unable to perform the usual duties of his/her position. Sick Leave may be used by employees who are unable to work because of:

1. Personal illness or injury
2. Exposure to contagious disease
3. Care, for a reasonable period of time of a seriously ill member of the employee's immediate family. "Immediate family" is defined by N.J.A.C. 4A: 1-1.3 as employee's spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law, and other relatives residing in the employee's household. In addition, the City recognizes step-father and step-mother to be part of the immediate family or other near relative.
4. Death in the employee's immediate family for a reasonable period of time. The employee is limited to a maximum of three (3) days in the case of death of the immediate family.

C. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

Section 3. Reporting of Absence on Sick Leave.

A. If an employee is absent for reasons that entitle him/her to sick leave, the Chief of Police or designee shall be notified in accordance with the Department's rules and regulations.

(1) Failure to so notify the Chief of Police or designee may be cause for denial of the use of sick leave for that absence and constitute cause for disciplinary action.

(2) Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

Section 4. Verification of Sick Leave.

A. An employee who shall be absent on sick leave for five (5) or more consecutive working days or totaling more than ten (10) days in one calendar year, may be required to submit acceptable medical evidence substantiating the illness from a physician acceptable to the City.

Section 2. Employees shall be granted leave with pay for up to a maximum of three (3) days in the event of the death of the employee's legal ward, grandchild, foster child, father, mother, step-father, step-mother, grandfather, grandmother, sister, brother, father-in-law, mother-in-law, and other near relatives residing in the employee's household. Funeral leave shall commence upon notification of death and shall terminate the day following interment. In the event funeral services for the deceased hereunder are held at a distance greater than a 500-mile radius from the City of Vineland, then such funeral leave shall be for a maximum of five (5) days. To be eligible for such funeral leave, the employee must attend the funeral services.

Section 3. Request for any and all funeral leave shall be subject to the approval of the Chief of Police; such approval shall not be unreasonably denied.

B. Personal Leave Days.

Section 1. The City grants four (4) Personal Days to each employee. Said personal leave days shall be granted by the City upon five (5) days' prior written request of the employee, which request shall be in the form of a letter directed to the Chief of Police and/or Director of Public Safety with a copy to the immediate supervisor. Said request shall be granted at the discretion of the Director or Chief of Police, so long as the employee's absence can be permitted without interference with the proper conduct of the Department. Personal Leave Days shall not accumulate. The City agrees that at least one of the Personal Days will be given priority consideration as requested by the employee.

Section 2. A waiver of the five-day time requirement set forth above may be approved in emergency and unusual circumstances. In any such instance, the employees shall adhere to the normal procedures for reporting this absence by submitting a written request in accordance with the procedure outlined above.

and the time requested. Leaves may be granted or denied at the discretion of the City and shall not be unreasonably or arbitrarily denied.

Employees may not be gainfully employed during the period of such leave. Falsification of the reason for leave or failure to return promptly at the expiration of a leave shall be considered reason for summary discharge. Leave shall be granted or denied in writing.

B. Military Leave.

Section 1. Leave shall be granted to employees to fulfill the special military requirements of regular annual active duty for training with any reserve unit of the Army, Navy, Marine Corps, Coast Guard, National Guard or Air Force. The employee shall be paid his/her regular pay during the period of military training.

Section 2. The existing Federal and State statutes with regard to leave for military service in their present state or as they may be amended will be observed by the parties hereto. The benefits under these applicable statute shall be provided for any employee in this bargaining unit.

C. Family Leave Act.

Pursuant to the Family and Medical Leave Act of 1993 (FMLA) which went into effect on August 5, 1993 and for employees covered by a current collective bargaining agreement (February 5, 1995), employees who have worked at least 1,250 hours during the preceding twelve (12) months are eligible to receive an unpaid leave of absence for a period not to exceed twelve (12) weeks in any twelve (12) month period. Leave may be taken only for the following reasons:

1. Employee's own serious health condition.
2. The birth or adoption of a child.
3. The serious health condition of a family member.

Overtime is hours when employees are called in for specific duty assignments from an off-duty day or from between work shifts. Payment for overtime hours shall be at straight time and one-half and shall be computed retroactively to the regular termination time of the shift. Furthermore, no overtime shall be worked nor shall overtime be payable unless said overtime has been specifically authorized by the Chief of Police or designee.

Overtime will be calculated and rounded in fifteen (15) minute increments.

Section 2. Employees, when called in for a specific duty assignment from an off-duty day or from between workshifts, shall be entitled to be paid a minimum of three (3) hours overtime at straight time and one-half as set forth above.

ARTICLE TWENTY-TWO

RETIREMENT

For purposes of this article, retirement shall mean an approved pension documented by the New Jersey Division of Pensions & Benefits, Department of Treasury. Pensions can be in the form of service retirement, early retirement options, special retirement, veterans retirement, ordinary disability and accidental disability retirement.

Section 1. Employees retiring either on the regular pension or disability shall be paid for all accumulated vacation.

Section 2. In case of death of an employee covered hereunder, there shall be paid to the widow, beneficiary or estate, the amount or amounts due for any and all unused vacation, compensatory time coming and pay period due.

Section 3. At retirement, the City agrees to pay each employee an amount equal to 50% of all accrued sick leave pay up to a maximum amount of \$15,000.00.

1. A Federally approved generic equivalent, if available, will be dispensed for the brand name unless your doctor specifically requires a brand name.
2. If you receive a brand name drug when a generic drug is available, you will have to pay the difference in cost between the brand name and the generic, except if the attending physician requires/specifies no substitute for brand name. This cost will not be applied to your deductible. The co-pays are as follows:

\$5.00 co-pay for all name brand prescriptions

\$3.00 co-pay for all generic brand prescriptions

\$ -0- co-pay for all mail order prescriptions

Upon an employee's retirement (after he/she has had 25 years of service in the Police Department of the City of Vineland) he/she shall be entitled to receive all of the then Basic Prescription Coverage Plan as described in Section 2 above, provided by the City of Vineland at the expense of the City of Vineland for the shorter of the following periods.

- a. When said retired employee obtains employment having comparable Basic Prescription Coverage as described in Section 2. However, employees shall retain the right to re-enroll in the prescription program of the City of Vineland based on the program available at the time.
- b. When the retired employee becomes eligible for a federal or state subsidized prescription/pharmaceutical program.

Section 3. The City also agrees to provide a customary fee 50/50 New Jersey Dental Plan for all employees and their families.

grievance in writing as aforesaid shall bar the employee from any right to proceed further with any grievance.

If the grievance is filed in writing as herein above provided, and the matter taken up between the Association Representative and the Chief of Police fails to produce an amicable settlement of the matter, the grievance shall then proceed to Step 2.

Step 2: If no adjustment has been reached at Step 1, then within five (5) days after Step 1, the Association Representative shall take the matter up with the Director of Public Safety in an endeavor to adjust it amicably. Failure of the Director of Public Safety to resolve or act upon the grievance within thirty (30) working days shall constitute a denial of the grievance.

Step 3: In the event the grievance is not resolved at Step 2, either party may refer the matter to impartial binding arbitration.

Any party wishing to remove a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the employee and the employer. If the City and the Association cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after receipt of the list from the Public Employment Relations Commission, the Commission shall select an arbitrator. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement and such rules and regulations as may be in effect by the Department of Personnel of the State of New Jersey which might be pertinent, and render an award in writing, which shall be final and binding. The cost of the arbitrator's fee shall be shared equally by the City and the Association. Any representative or officer of the Association required in the grievance procedure to settle disputes on any arbitration shall be released from work without loss of pay for such purpose and any

ARTICLE TWENTY-SEVEN

CONCLUSION OF COLLECTIVE NEGOTIATIONS

The City and the Association agree that this Agreement is the entire agreement, terminates all prior agreements or understandings, and concludes all collective negotiations during its term. Neither party will during the term of this Agreement seek to unilaterally modify its terms through legislation or other means which may be available to them. The parties acknowledge that, except as otherwise expressly provided herein, they have fully negotiated with respect to the terms and conditions of employment and have settled them for the term of this Agreement in accordance with the provisions thereof.

ARTICLE TWENTY-EIGHT

WORKWEEK

Section 1. All employees covered under the terms and conditions of this Agreement shall work a forty (40) hour workweek. For the purposes of this Agreement, workweek is defined as the seven day period commencing Sunday and ending Saturday.

Section 2. The Association agrees that the current scheduling practice at the Department is in compliance with the forty (40) hour workweek provision as negotiated and such schedule does not result in any claim for overtime unless work is performed beyond the normal schedule and as provided in Article Twenty-One.

CAPTAINS SALARY SCHEDULE
 JANUARY 1, 1999 – DECEMBER 31, 2002
 1st YEAR IN RANK

COLLEGE CREDITS	1999	2000	2001	2002
0	\$69,337.51	\$72,035.69	\$74,804.35	\$77,646.65
1	\$69,350.66	\$72,048.84	\$74,817.50	\$77,659.80
2	\$69,363.81	\$72,061.99	\$74,830.65	\$77,672.95
3	\$69,376.96	\$72,075.14	\$74,843.80	\$77,686.10
4	\$69,390.11	\$72,088.29	\$74,856.95	\$77,699.25
5	\$69,403.25	\$72,101.44	\$74,870.10	\$77,712.40
6	\$69,416.40	\$72,114.59	\$74,883.25	\$77,725.54
7	\$69,429.55	\$72,127.74	\$74,896.40	\$77,738.69
8	\$69,442.70	\$72,140.88	\$74,909.55	\$77,751.84
9	\$69,455.85	\$72,154.03	\$74,922.70	\$77,764.99
10	\$69,469.00	\$72,167.18	\$74,935.84	\$77,778.14
11	\$69,482.15	\$72,180.33	\$74,948.99	\$77,791.29
12	\$69,495.30	\$72,193.48	\$74,962.14	\$77,804.44
13	\$69,508.45	\$72,206.63	\$74,975.29	\$77,817.59
14	\$69,521.60	\$72,219.78	\$74,988.44	\$77,830.74
15	\$69,534.75	\$72,232.93	\$75,001.59	\$77,843.89
16	\$69,547.89	\$72,246.08	\$75,014.74	\$77,857.03
17	\$69,561.04	\$72,259.23	\$75,027.89	\$77,870.18
18	\$69,574.19	\$72,272.38	\$75,041.04	\$77,883.33
19	\$69,587.34	\$72,285.52	\$75,054.19	\$77,896.48
20	\$69,600.49	\$72,298.67	\$75,067.33	\$77,909.63
21	\$69,613.64	\$72,311.82	\$75,080.48	\$77,922.78
22	\$69,626.79	\$72,324.97	\$75,093.63	\$77,935.93
23	\$69,639.94	\$72,338.12	\$75,106.78	\$77,949.08
24	\$69,653.09	\$72,351.27	\$75,119.93	\$77,962.23
25	\$69,666.24	\$72,364.42	\$75,133.08	\$77,975.38
26	\$69,679.38	\$72,377.57	\$75,146.23	\$77,988.53
27	\$69,692.53	\$72,390.72	\$75,159.38	\$78,001.67
28	\$69,705.68	\$72,403.87	\$75,172.53	\$78,014.82
29	\$69,718.83	\$72,417.01	\$75,185.68	\$78,027.97
30	\$69,731.98	\$72,430.16	\$75,198.83	\$78,041.12
31	\$69,745.13	\$72,443.31	\$75,211.97	\$78,054.27
32	\$69,758.28	\$72,456.46	\$75,225.12	\$78,067.42
33	\$69,771.43	\$72,469.61	\$75,238.27	\$78,080.57
34	\$69,784.58	\$72,482.76	\$75,251.42	\$78,093.72
35	\$69,797.73	\$72,495.91	\$75,264.57	\$78,106.87
36	\$69,810.88	\$72,509.06	\$75,277.72	\$78,120.02
37	\$69,824.02	\$72,522.21	\$75,290.87	\$78,133.16
38	\$69,837.17	\$72,535.36	\$75,304.02	\$78,146.31
39	\$69,850.32	\$72,548.50	\$75,317.17	\$78,159.46
40	\$69,863.47	\$72,561.65	\$75,330.32	\$78,172.61
41	\$69,876.62	\$72,574.80	\$75,343.46	\$78,185.76
42	\$69,889.77	\$72,587.95	\$75,356.61	\$78,198.91

CAPTAINS SALARY SCHEDULE
 JANUARY 1, 1999 – DECEMBER 31, 2002
 1st YEAR IN RANK

COLLEGE CREDITS	1999	2000	2001	2002
86	\$70,468.33	\$73,166.51	\$75,935.17	\$78,777.47
87	\$70,481.48	\$73,179.66	\$75,948.32	\$78,790.62
88	\$70,494.63	\$73,192.81	\$75,961.47	\$78,803.77
89	\$70,507.77	\$73,205.96	\$75,974.62	\$78,816.91
90	\$70,520.92	\$73,219.11	\$75,987.77	\$78,830.06
91	\$70,534.07	\$73,232.25	\$76,000.92	\$78,843.21
92	\$70,547.22	\$73,245.40	\$76,014.07	\$78,856.36
93	\$70,560.37	\$73,258.55	\$76,027.21	\$78,869.51
94	\$70,573.52	\$73,271.70	\$76,040.36	\$78,882.66
95	\$70,586.67	\$73,284.85	\$76,053.51	\$78,895.81
96	\$70,599.82	\$73,298.00	\$76,066.66	\$78,908.96
97	\$70,612.97	\$73,311.15	\$76,079.81	\$78,922.11
98	\$70,626.12	\$73,324.30	\$76,092.96	\$78,935.26
99	\$70,639.26	\$73,337.45	\$76,106.11	\$78,948.40
100	\$70,652.41	\$73,350.60	\$76,119.26	\$78,961.55
101	\$70,665.56	\$73,363.75	\$76,132.41	\$78,974.70
102	\$70,678.71	\$73,376.89	\$76,145.56	\$78,987.85
103	\$70,691.86	\$73,390.04	\$76,158.70	\$79,001.00
104	\$70,705.01	\$73,403.19	\$76,171.85	\$79,014.15
105	\$70,718.16	\$73,416.34	\$76,185.00	\$79,027.30
106	\$70,731.31	\$73,429.49	\$76,198.15	\$79,040.45
107	\$70,744.46	\$73,442.64	\$76,211.30	\$79,053.60
108	\$70,757.61	\$73,455.79	\$76,224.45	\$79,066.75
109	\$70,770.75	\$73,468.94	\$76,237.60	\$79,079.90
110	\$70,783.90	\$73,482.09	\$76,250.75	\$79,093.04
111	\$70,797.05	\$73,495.24	\$76,263.90	\$79,106.19
112	\$70,810.20	\$73,508.38	\$76,277.05	\$79,119.34
113	\$70,823.35	\$73,521.53	\$76,290.20	\$79,132.49
114	\$70,836.50	\$73,534.68	\$76,303.34	\$79,145.64
115	\$70,849.65	\$73,547.83	\$76,316.49	\$79,158.79
116	\$70,862.80	\$73,560.98	\$76,329.64	\$79,171.94
117	\$70,875.95	\$73,574.13	\$76,342.79	\$79,185.09
118	\$70,889.10	\$73,587.28	\$76,355.94	\$79,198.24
119	\$70,902.25	\$73,600.43	\$76,369.09	\$79,211.39
120	\$70,915.39	\$73,613.58	\$76,382.24	\$79,224.53
MASTERS	\$71,441.36	\$74,139.54	\$76,908.20	\$79,750.50
DOCTORATE	\$72,230.30	\$74,928.48	\$77,697.14	\$80,539.44

CAPTAINS SALARY SCHEDULE
 JANUARY 1, 1999 – DECEMBER 31, 2002
 2nd YEAR IN RANK

COLLEGE CREDITS	1999	2000	2001	2002
44	\$72,940.35	\$75,683.76	\$78,460.84	\$81,275.78
45	\$72,953.50	\$75,696.91	\$78,473.99	\$81,288.93
46	\$72,966.64	\$75,710.06	\$78,487.14	\$81,302.08
47	\$72,979.79	\$75,723.21	\$78,500.29	\$81,315.23
48	\$72,992.94	\$75,736.36	\$78,513.43	\$81,328.38
49	\$73,006.09	\$75,749.51	\$78,526.58	\$81,341.53
50	\$73,019.24	\$75,762.66	\$78,539.73	\$81,354.68
51	\$73,032.39	\$75,775.80	\$78,552.88	\$81,367.83
52	\$73,045.54	\$75,788.95	\$78,566.03	\$81,380.98
53	\$73,058.69	\$75,802.10	\$78,579.18	\$81,394.13
54	\$73,071.84	\$75,815.25	\$78,592.33	\$81,407.28
55	\$73,084.99	\$75,828.40	\$78,605.48	\$81,420.42
56	\$73,098.13	\$75,841.55	\$78,618.63	\$81,433.57
57	\$73,111.28	\$75,854.70	\$78,631.78	\$81,446.72
58	\$73,124.43	\$75,867.85	\$78,644.93	\$81,459.87
59	\$73,137.58	\$75,881.00	\$78,658.07	\$81,473.02
60	\$73,150.73	\$75,894.15	\$78,671.22	\$81,486.17
61	\$73,163.88	\$75,907.30	\$78,684.37	\$81,499.32
62	\$73,177.03	\$75,920.44	\$78,697.52	\$81,512.47
63	\$73,190.18	\$75,933.59	\$78,710.67	\$81,525.62
64	\$73,203.33	\$75,946.74	\$78,723.82	\$81,538.77
65	\$73,216.48	\$75,959.89	\$78,736.97	\$81,551.91
66	\$73,229.63	\$75,973.04	\$78,750.12	\$81,565.06
67	\$73,242.77	\$75,986.19	\$78,763.27	\$81,578.21
68	\$73,255.92	\$75,999.34	\$78,776.42	\$81,591.36
69	\$73,269.07	\$76,012.49	\$78,789.56	\$81,604.51
70	\$73,282.22	\$76,025.64	\$78,802.71	\$81,617.66
71	\$73,295.37	\$76,038.79	\$78,815.86	\$81,630.81
72	\$73,308.52	\$76,051.93	\$78,829.01	\$81,643.96
73	\$73,321.67	\$76,065.08	\$78,842.16	\$81,657.11
74	\$73,334.82	\$76,078.23	\$78,855.31	\$81,670.26
75	\$73,347.97	\$76,091.38	\$78,868.46	\$81,683.40
76	\$73,361.12	\$76,104.53	\$78,881.61	\$81,696.55
77	\$73,374.26	\$76,117.68	\$78,894.76	\$81,709.70
78	\$73,387.41	\$76,130.83	\$78,907.91	\$81,722.85
79	\$73,400.56	\$76,143.98	\$78,921.05	\$81,736.00
80	\$73,413.71	\$76,157.13	\$78,934.20	\$81,749.15
81	\$73,426.86	\$76,170.28	\$78,947.35	\$81,762.30
82	\$73,440.01	\$76,183.43	\$78,960.50	\$81,775.45
83	\$73,453.16	\$76,196.57	\$78,973.65	\$81,788.60
84	\$73,466.31	\$76,209.72	\$78,986.80	\$81,801.75
85	\$73,479.46	\$76,222.87	\$78,999.95	\$81,814.90
86	\$73,492.61	\$76,236.02	\$79,013.10	\$81,828.04
87	\$73,505.75	\$76,249.17	\$79,026.25	\$81,841.19

CAPTAINS SALARY SCHEDULE
 JANUARY 1, 1999 – DECEMBER 31, 2002
 BEGINNING 3RD YEAR IN RANK

COLLEGE CREDITS	1999	2000	2001	2002
0	\$75,376.60	\$78,164.20	\$80,951.79	\$83,739.39
1	\$75,389.75	\$78,177.35	\$80,964.94	\$83,752.54
2	\$75,402.90	\$78,190.49	\$80,978.09	\$83,765.69
3	\$75,416.05	\$78,203.64	\$80,991.24	\$83,778.84
4	\$75,429.20	\$78,216.79	\$81,004.39	\$83,791.98
5	\$75,442.35	\$78,229.94	\$81,017.54	\$83,805.13
6	\$75,455.49	\$78,243.09	\$81,030.69	\$83,818.28
7	\$75,468.64	\$78,256.24	\$81,043.84	\$83,831.43
8	\$75,481.79	\$78,269.39	\$81,056.98	\$83,844.58
9	\$75,494.94	\$78,282.54	\$81,070.13	\$83,857.73
10	\$75,508.09	\$78,295.69	\$81,083.28	\$83,870.88
11	\$75,521.24	\$78,308.84	\$81,096.43	\$83,884.03
12	\$75,534.39	\$78,321.98	\$81,109.58	\$83,897.18
13	\$75,547.54	\$78,335.13	\$81,122.73	\$83,910.33
14	\$75,560.69	\$78,348.28	\$81,135.88	\$83,923.48
15	\$75,573.84	\$78,361.43	\$81,149.03	\$83,936.62
16	\$75,586.98	\$78,374.58	\$81,162.18	\$83,949.77
17	\$75,600.13	\$78,387.73	\$81,175.33	\$83,962.92
18	\$75,613.28	\$78,400.88	\$81,188.48	\$83,976.07
19	\$75,626.43	\$78,414.03	\$81,201.62	\$83,989.22
20	\$75,639.58	\$78,427.18	\$81,214.77	\$84,002.37
21	\$75,652.73	\$78,440.33	\$81,227.92	\$84,015.52
22	\$75,665.88	\$78,453.48	\$81,241.07	\$84,028.67
23	\$75,679.03	\$78,466.62	\$81,254.22	\$84,041.82
24	\$75,692.18	\$78,479.77	\$81,267.37	\$84,054.97
25	\$75,705.33	\$78,492.92	\$81,280.52	\$84,068.11
26	\$75,718.48	\$78,506.07	\$81,293.67	\$84,081.26
27	\$75,731.62	\$78,519.22	\$81,306.82	\$84,094.41
28	\$75,744.77	\$78,532.37	\$81,319.97	\$84,107.56
29	\$75,757.92	\$78,545.52	\$81,333.11	\$84,120.71
30	\$75,771.07	\$78,558.67	\$81,346.26	\$84,133.86
31	\$75,784.22	\$78,571.82	\$81,359.41	\$84,147.01
32	\$75,797.37	\$78,584.97	\$81,372.56	\$84,160.16
33	\$75,810.52	\$78,598.11	\$81,385.71	\$84,173.31
34	\$75,823.67	\$78,611.26	\$81,398.86	\$84,186.46
35	\$75,836.82	\$78,624.41	\$81,412.01	\$84,199.60
36	\$75,849.97	\$78,637.56	\$81,425.16	\$84,212.75
37	\$75,863.11	\$78,650.71	\$81,438.31	\$84,225.90
38	\$75,876.26	\$78,663.86	\$81,451.46	\$84,239.05
39	\$75,889.41	\$78,677.01	\$81,464.60	\$84,252.20
40	\$75,902.56	\$78,690.16	\$81,477.75	\$84,265.35
41	\$75,915.71	\$78,703.31	\$81,490.90	\$84,278.50
42	\$75,928.86	\$78,716.46	\$81,504.05	\$84,291.65
43	\$75,942.01	\$78,729.60	\$81,517.20	\$84,304.80
44	\$75,955.16	\$78,742.75	\$81,530.35	\$84,317.95

CAPTAINS SALARY SCHEDULE
 JANUARY 1, 1999 – DECEMBER 31, 2002
 BEGINNING 3RD YEAR IN RANK

COLLEGE CREDITS	1999	2000	2001	2002
90	\$76,560.01	\$79,347.61	\$82,135.21	\$84,922.80
91	\$76,573.16	\$79,360.76	\$82,148.35	\$84,935.95
92	\$76,586.31	\$79,373.91	\$82,161.50	\$84,949.10
93	\$76,599.46	\$79,387.06	\$82,174.65	\$84,962.25
94	\$76,612.61	\$79,400.21	\$82,187.80	\$84,975.40
95	\$76,625.76	\$79,413.35	\$82,200.95	\$84,988.55
96	\$76,638.91	\$79,426.50	\$82,214.10	\$85,001.70
97	\$76,652.06	\$79,439.65	\$82,227.25	\$85,014.85
98	\$76,665.21	\$79,452.80	\$82,240.40	\$85,027.99
99	\$76,678.35	\$79,465.95	\$82,253.55	\$85,041.14
100	\$76,691.50	\$79,479.10	\$82,266.70	\$85,054.29
101	\$76,704.65	\$79,492.25	\$82,279.85	\$85,067.44
102	\$76,717.80	\$79,505.40	\$82,292.99	\$85,080.59
103	\$76,730.95	\$79,518.55	\$82,306.14	\$85,093.74
104	\$76,744.10	\$79,531.70	\$82,319.29	\$85,106.89
105	\$76,757.25	\$79,544.85	\$82,332.44	\$85,120.04
106	\$76,770.40	\$79,557.99	\$82,345.59	\$85,133.19
107	\$76,783.55	\$79,571.14	\$82,358.74	\$85,146.34
108	\$76,796.70	\$79,584.29	\$82,371.89	\$85,159.48
109	\$76,809.85	\$79,597.44	\$82,385.04	\$85,172.63
110	\$76,822.99	\$79,610.59	\$82,398.19	\$85,185.78
111	\$76,836.14	\$79,623.74	\$82,411.34	\$85,198.93
112	\$76,849.29	\$79,636.89	\$82,424.48	\$85,212.08
113	\$76,862.44	\$79,650.04	\$82,437.63	\$85,225.23
114	\$76,875.59	\$79,663.19	\$82,450.78	\$85,238.38
115	\$76,888.74	\$79,676.34	\$82,463.93	\$85,251.53
116	\$76,901.89	\$79,689.48	\$82,477.08	\$85,264.68
117	\$76,915.04	\$79,702.63	\$82,490.23	\$85,277.83
118	\$76,928.19	\$79,715.78	\$82,503.38	\$85,290.98
119	\$76,941.34	\$79,728.93	\$82,516.53	\$85,304.12
120	\$76,954.48	\$79,742.08	\$82,529.68	\$85,317.27
MASTERS	\$77,480.45	\$80,268.04	\$83,055.64	\$85,843.23
DOCTORATE	\$78,269.39	\$81,056.98	\$83,844.58	\$86,632.18