



Police Union Negotiation Meeting Minutes

Meeting Date & Time:		Tuesday, April 1, 2025; 11:00 a.m.
Attendee	Position	Company/Department
Heather Buchanan	Human Resources Director	Human Resources
Sean Peterson	President, FOP #13	Police Union
Dane Eborn	Vice President, FOP #13	Police Union
Ryen Smith	Secretary, FOP #13	Police Union
Matt Shutes	Member, FOP #13	Police Union
Meeting Notes		
<u>City of Pocatello and FOP #13 Union Negotiations</u>	Meeting opened at 11:00 a.m.	
	▪ Heather Buchanan opens the meeting. ▪ H. Buchanan provides hand out reflecting outstanding proposals. ▪ Tentative agreements were reached on the following: C-7, Article 15 – Employee Assistance Program, TA-9; and C-8, Article 19 – Social Security Replacement, TA-10. ▪ H. Buchanan introduces C-10 which amends Article 11 and 12 of the CBA to adjust holiday and vacation time to be processed per pay period and incorporate a new section for trauma recovery/mental health time. ▪ Sean Peterson asks clarifying question regarding the fit for duty physical fitness requirement in C-10. ▪ H. Buchanan introduces C-11 which amends Article 7 of the CBA to remove Section 17 – Add Pay. ▪ H. Buchanan introduces C-12 which amends Article 8 of the CBA to clarify delivery method of paystubs and direct deposit requirements for payroll processes. ▪ H. Buchanan introduces C-13 which amends Article 7 of the CBA which addresses step increases and probationary periods. ▪ H. Buchanan introduces C-14 which amends Article 7 of the CBA to remove irrelevant language related to student resource and D.A.R.E. officers. ▪ H. Buchanan introduces C-15 which amends Article 7 of the CBA by separating recruiting and education benefits, addressing POST officer certificate benefits, and addressing tuition reimbursement.	

- S. Peterson and Dane Eborn ask clarifying questions regarding education benefits in C-15.
- H. Buchanan introduces **C-16** which addresses compensation, add pays, and benefits.
- Changes to structure in C-16 include eliminating 3rd and 2nd class patrol officer ranks, create a non-competitive corporal structure, add detective and detective sergeant to separate pay grades.
- Changes to compensation in C-16 include placement on a new salary table, table adjustment of 1.5% to FY26, step up to sergeant and lieutenant being paid on day one, update shift differential, training built in as an hourly amount, lump sum benefits and add pays to be paid per pay period, insurance benefits, and redefine other benefits.
- S. Peterson asks clarifying question regarding clocking in features.
- Ryen Smith asks clarifying question regarding detective being pulled to perform FTO responsibilities and clock in implications.
- R. Smith asks clarifying question regarding clocking in for shifts.
- S. Peterson asks about shift differential for nights.
- D. Eborn asks for clarification on C-16 being a combined proposal.
- S. Peterson asks about shift differential related to C-16.
- H. Buchanan presents informational handout of a chart base 0, base chart 1 with clothing rolled in, and base chart 2 detective special assignment.
- H. Buchanan presents informational handout of a chart base 3 with a bachelor's degree built into the base wage of \$1.25 applied at step 1.
- H. Buchanan presents informational handout of the full chart with shifts and training grades.
- H. Buchanan presents informational handout of a chart to reflect annual salary for amounts compared to FY25.
- H. Buchanan presents FY26 chart with 1.5% applied to base pay shown in hourly format.
- H. Buchanan presents chart with 1.5% added to base pay shown in salary format.
- **Caucus 12:12 p.m. – 12:13 p.m.**
- Matt Shutes asks clarifying question regarding how placement on the pay scale occurs.
- H. Buchanan explains placement on the pay scale is hourly rate of pay x2,080 + clothing allowance / 2,080 = base rate of pay for placement on base chart 1.
- **Caucus 12:15 p.m. – 1:30 p.m.**
- S. Peterson and R. Smith ask clarifying questions on C-13 regarding step increases language. H. Buchanan edits C-13 by adding language to clarify who is eligible for step movement.
- Tentative agreements were reached on the following: C-11, Article 7 – Compensation, Section 17 Add Pay, **TA-11**; C-12, Article 8 – Work Period and Overtime Pay, **TA-12**; C-13 edited, Article 7 –

Compensation, Section 15 Step Increases, **TA-13**; C-14, Article 7 – Compensation, Section 10 School Resource and D.A.R.E Officers, **TA-14**; C-15, Article 7 – Compensation, Section 7 Recruiting Education Incentive, **TA-15**.

- D. Eborn has clarifying question regarding mental health bank hours on C-10.
- R. Smith has question regarding notification for use of mental health bank hours on C-10.
- S. Peterson tables C-10.
- S. Peterson asks how long the contract is. H. Buchanan states it's one year.
- M. Shutes asks to have an example of the calculations for the new pay charts.
- H. Buchanan discusses the possibility of a night session for the union body if further questions come up.
- H. Buchanan discusses example calculations of a 1st class officer and sergeant on the proposed pay scale.
- S. Peterson, R. Smith, and D. Eborn have clarifying questions related to the proposed pay scale, step movements, promotions, and clothing allowance.
- H. Buchanan presents informational handout of pay chart showing a draft of sworn member pay increases with the proposed scale. The draft is clarified to be an example for cost estimates and is not the controlling document, as placement and assignments will be done based off the proposal near the end of the fiscal year to account for all changes.
- H. Buchanan readdresses C-9 for changing probationary periods.
- Tentative agreement was reached on C-9, Article 15 – Probationary/Introductory Periods, **TA-16**.
- April 2, 2025 meeting is cancelled to allow time to discuss outstanding proposals.
- **Adjourn 2:15 p.m.**

By: 
Mareesa Wimbish, Legal Department

Approved as to Substance and Form:

By: 
Heather Buchanan, Human Resources Director

By:  4/17/25
Sean Peterson, President FOP #13



PROPOSAL #10

AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 11 – Employee Leave**Section 1. Recognized Holidays**

The following is a list of the annual 12 recognized holidays for members of the Bargaining Unit.

New Year's	Martin Luther King, Jr. Day	President's Day
Memorial Day	Labor Day	Juneteenth
Independence Day	Veterans Day	Thanksgiving Day
Friday following Thanksgiving	Christmas Day	Floating Holiday *

*The floating holiday is a day designated by an member and not a set day of the year

Section 2. Holiday Hours Accrual Rate

Holidays listed in Section 1 are defined as an 8-hour day for 40-hour employees, 6-hours for 30-hour employees, and a 4-hour day for 20-hour employees. Holiday hours will be accrued per pay period and will be included in the Police Vacation/Holiday Accrual bank.

ACCURAL CHART 1 HOLIDAY TIME

Employee Category	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
Recognized Holidays converted to hours	12 holidays x 8 = 96 hours 96 hours / 26 pay periods = 3.6923	12 holidays x 6 = 72 hours 72 hours / 26 pay periods = 2.73923	12 holidays x 4 = 48 hours 48 hours / 26 pay periods = 1.8461
Hours Accrued	3.70 hours per pay period	2.74 hours per pay period	1.85 hours per pay period

Item A. Policy Holiday Leave Bank Discontinued

With FY2026 Police Holiday hour allotment was discontinued as a separate leave type/bank. Any hours in the Police Holiday leave bank will expire on December 31, 2025, with no carryover to calendar year 2026 and any unused time will not pay out.

Item B. Floating Holiday Bank Discontinued

With FY2026 Floating Holiday allotment was discontinued as a separate leave type/bank. Any hours in the Floating Holiday leave bank will expire on December 31, 2025, with no carryover to calendar year 2026 and any unused time will not pay out.

Section 3. Working Holiday Pay Rate

If a member's scheduled shift includes the day designated for working holiday pay application, they will receive the working holiday pay rate of one-half (1 ½) times per hour for the scheduled shift worked.

Holiday Pay can only be applied on the holiday itself or the holiday observed, it cannot be paid twice per holiday.

*The floating holiday is a day designated by an employee – so there is no holiday time working rate paid for this day.

Item A. Actual vs Observed Holiday

- **Actual Holiday:** This is the actual day the holiday occurs (e.g., Christmas Day on December 25th).
- **Observed Holiday:** This is the day the holiday is officially celebrated by the City, which may fall on a different day (e.g., if Christmas Day falls on a Sunday, the City might observe it on the following Monday). A chart is available on the employee portal for each active calendar year.

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Sean Peterson

Member Type	Shift Type	Actual Holiday Division Hours	Observed Holiday Division Hours	Working Holiday Pay Application
Sworn Officers	24 hours a day, 7 days a week, 365 days a year	Open	Open	actual holiday
Emergency Communications Officers	24 hours a day, 7 days a week, 365 days a year	Open	Open	actual holiday
Ordinance Enforcement Officers	7 days a week	Closed	Open	actual holiday Exception: Christmas and Thanksgiving working holiday pay will be applied on observed holiday
All other positions	5 days a week (Monday-Friday)	Closed	Closed	observed holiday

Section 5. Holiday Call Out Pay

When a member is called into work on a holiday listed in Section 1, the member shall receive pay at double (2x) rate of normal pay. The Floating Holiday is excluded from Holiday Call out. Holiday Call out is only applicable in situations that call for an emergency response.

Section 6. Accrual Eligibility

Vacation, holiday, and sick leave accrual benefits are only available to members who are employed to work more than 20 hours per week.

Accruals do not occur for members on a leave of absence without pay, suspension without pay, layoff, military time without pay, and accruals do not increase when a member is working overtime.

Section 7. Vacation Accrual Rate

Vacation is accrued each pay period. Changes in vacation accruals begin in January of the fiscal year in which a member's years of service reach the new threshold. Members who have left employment with the City and then are rehired will use their most recent hire date for accruals, there is no bridging of time.

This table and the holiday table are combined for the system accrual calculation.

ACCURAL CHART 2 VACATION

Employees Hired December 8, 2008 and After – CURRENT ACCURAL LEVELS

Years of Service	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
1 through 5	4.00	3.00	2.00
6 through 10	4.93	3.70	2.47
11 through 15	5.85	4.39	2.93
16 through 20	7.08	5.31	3.54
21 or more	7.70	6.00	3.85

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AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

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City Rep: _____

Heather Buchanan

Union Rep: _____

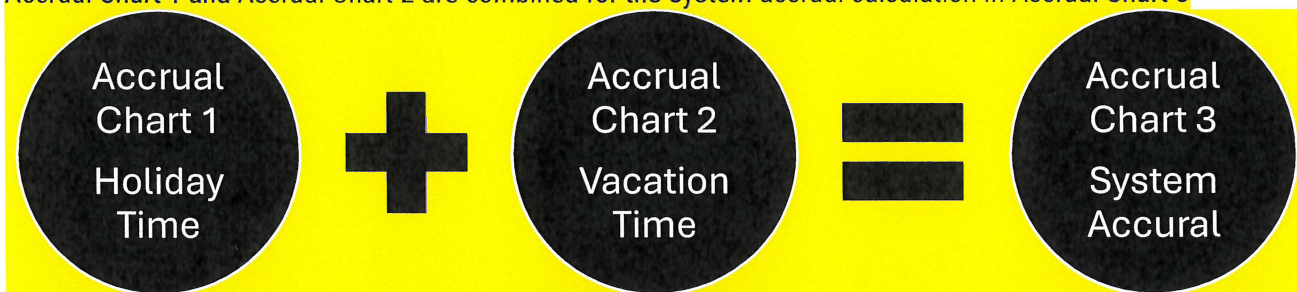
Sean Peterson

46 *Employees Hired Prior to December 8, 2008 HISTORICAL LEVELS*

Years of Service	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
1 through 5	4.00	3.00	2.00
6 through 10	4.93	3.70	2.47
11 through 15	5.85	4.39	2.93
16 through 20	7.08	5.31	3.54
21 through 25	8.00	6.00	4.00
26 or more	9.24	6.93	4.62

47 **Section 8. Vacation/Holiday Accrual System Calculation**48 The system accrual column is the time that will be processed in the system and is a combination of the holiday
49 hours and vacation accrual rates.

50 Accrual Chart 1 and Accrual Chart 2 are combined for the system accrual calculation in Accrual Chart 3

51 **ACCURAL CHART 3**52 **CURRENT ACCURAL LEVELS: Employees Hired December 8, 2008 and After**

Years of Service	Full Time 40 Hours			Half Time 30 Hours			Part Time 20 Hours		
	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual
1 through 5	4.00	3.70	7.70	3.00	2.70	5.7	2.00	1.85	3.85
6 through 10	4.93	3.70	8.63	3.70	2.70	6.4	2.47	1.85	4.32
11 through 15	5.85	3.70	9.55	4.39	2.70	7.09	2.93	1.85	4.78
16 through 20	7.08	3.70	10.78	5.31	2.70	8.01	3.54	1.85	5.39
21 or more	7.70	3.70	11.4	6.00	2.70	8.70	3.85	1.85	5.70



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Heather Buchanan

Union Rep: _____

Sean Peterson

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HISTORICAL LEVELS: Employees Hired Prior to December 8, 2008

Years of Service	Full Time 40 Hours			Half Time 30 Hours			Part Time 20 Hours		
	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual
1 through 5	4.00	3.70	7.70	3.00	2.70	5.70	2.00	1.85	3.85
6 through 10	4.93	3.70	8.63	3.70	2.70	6.40	2.47	1.85	4.32
11 through 15	5.85	3.70	9.55	4.39	2.70	7.09	2.93	1.85	4.78
16 through 20	7.08	3.70	10.78	5.31	2.70	8.01	3.54	1.85	5.39
21 through 25	8.00	3.70	11.70	6.00	2.70	8.70	4.00	1.85	5.85
26 or more	9.24	3.70	12.94	6.93	2.70	9.63	4.62	1.85	6.47

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Section 9. Limit on Vacation/Holiday Accrual Bank

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Accumulated Vacation/Holiday time shall not exceed 400 hours at the calendar year's end. Any unused

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Vacation/Holiday leave over 400 hours shall be forfeited at midnight on December 31 of each year. There will

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be no payoffs for those excess hours at the end of the calendar year, nor can excess hours be carried over to

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the following year.

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Section 10. Vacation/Holiday Payout

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Item A. Separation of Employment: Termination, Resignation, Layoff, or Retirement

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The CITY shall pay all Bargaining Unit members' accrued Vacation/Holiday time and compensatory time

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(excluding any compensatory time specifically identified as arising from travel time reimbursement, at

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their hourly rate as of the date of their separation per the employee handbook as adopted.

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Item B. Death Benefit

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If death occurs while the employee is still in the City service, the beneficiary listed on the employee's

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insurance enrollment paperwork will be paid all accrued Vacation/Holiday time and compensatory time

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available to the deceased member as of the date of death without application of any caps or limitations.

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Section 11. Sick Leave Accrual

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Sick Leave is provided as insurance and income protection against a member's inability to work because of non-

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job-related illness/injury, pregnancy/maternity. Sick leave may not be used for any absences occurring during

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the final week of employment unless a doctor's statement is presented prior to the time that the member's final

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check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or discharge.

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Sick leave is accrued during each pay period as follows:

40- Hour Per Pay Period	30-Hour Per Pay Period	20-Hour Per Pay Period
3.70	2.77	1.86

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Sean Peterson

Accruals do not occur for members on a leave of absence without pay, suspension without pay, layoff, military time without pay, and accruals do not increase when a member is working overtime.

Section 12. Sick Leave Payout

When a member, who is eligible for retirement benefits through the Idaho Public Employees Retirement System, retires from CITY employment, or if a Bargaining Unit member is killed in the line of duty, they or their beneficiary shall be entitled to receive the value of their accumulated sick leave calculated as follows:

1. The value shall be based upon the then current hourly rate of pay for the retiring or deceased bargaining unit member multiplied by the number of hours accumulated.
 - a. The individual shall be paid 20% of the value for the first 400 hours of accumulated sick time;
 - b. The individual shall be paid 30% of the value for 401 through 800 accumulated sick hours; and,
 - c. The individual shall be paid 40% for the value of all accumulated sick hours exceeding 801.

Section 13. Trauma Recovery/Mental Health Time

NOTE: This Benefit is contingent on all members returning to the standard EAP Program and the Enhanced program ending for all members.

The use of Trauma Recovery/Mental Health Time may be granted after a sworn officer experiences a traumatic event in the course and scope of employment. Traumatic events that may occur within a sworn officer's career can have varying degrees of severity and effect on any one individual. Each officer may experience the same type of traumatic event differently. Below is a non-exhaustive list of possible examples of traumatic events in the course and scope of employment that can influence an officer's mental health.

- Fatal accident call
- Homicide
- Suicide response call
- In-custody death of a suspect
- Use of force resulting in major bodily injury to suspect
- Participation in recovery efforts related to a terrorist attack
- Major disasters which may include response to weather related events involving multiple casualties or explosions with multiple casualties
- Search and recovery missions involving multiple casualties
- Incidents involving multiple casualties which may include shootings or traffic accidents
- Officer(s) involved shooting of a person

When such a traumatic event does occur while in the course and scope of employment, it is important for management staff to recognize the fact that some members may be negatively affected and need to be away from work to appropriately process the traumatic incident and perhaps seek mental health assistance from a professional.

Sworn officers, who experience a traumatic event while acting in the course of their employment, are eligible to apply for up to 40 hours per calendar year to deal with processing after a traumatic event. If additional time beyond 40 hours is necessary, the employee must use accrued leave unless the leave is determined to be covered under workers' compensation.

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AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

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Item A . Request and Approval Process

A sworn officer directly involved in a traumatic event may request the use of a Trauma Recovery/Mental Health Time. The request shall be made in writing through the chain of command. The request shall be treated as a priority matter and a decision on the granting of the leave shall be made as soon as possible. The request shall be granted unless the chain of command can articulate specific compelling reasons to deny granting leave.

Any time above the 40 hours per year will need to follow sick leave and FMLA policies.

Item B. Effect on Paid Leave Balances and Benefits

The City will not reduce an eligible employee's vacation or sick accruals, compensatory time earned, or other paid leave balance for mental health leave taken in accordance with this policy.

While utilizing mental health leave, employees will continue to earn all benefits, seniority, and applicable special pay. Unused mental health leave will not roll over or accrue on a continual basis.

This policy does not replace the potential need for administrative leave, which differs from mental health leave. A decision to place an Officer on administrative leave related to a critical incident is and shall remain separate from Trauma Recovery/Mental Health time requests.

Item C. Confidentiality of Request

- Any request for mental health leave shall be treated as strictly confidential by all parties involved and shall not be discussed or disclosed outside the officer's immediate chain of command, and only as necessary to facilitate the use of the leave.
- Any officer or supervisor who becomes aware of behavioral changes and suggests the officer seeks mental health leave shall not discuss that matter with any third party.
- Any breach of this confidentiality shall be grounds for discipline.
- Confidentiality may be waived by the officer seeking mental health leave.
- Confidentiality may be waived under circumstances which indicate the officer is a danger to themselves or others and department personnel must confer with mental health professionals.
- All requests for mental health leave will be approved with those needing to know for time and attendance records.

Item D. Management Responsibilities

Police Management shall privately meet with any individual who has experienced a traumatic event while in the course and scope of employment. Supervisors should ensure the employee will be supported as much as possible after experiencing the event. In addition, it is important for supervisors to determine if there is a need for the employee to use mental health leave. If a supervisor determines the employee may need advice and help from a crisis intervention professional, this should occur as quickly as possible.

Item E. Documenting Mental Health Leave

Once an employee has been granted Trauma Recovery/Mental Health Time, the supervisor will notify the Human Resources Director in writing to allocate the leave timebank. Any Trauma Recovery/Mental Health Time hours granted will be used concurrently and will be removed from the bank after 2 weeks from the date of incident, at the conclusion of payroll processing. If the employee needs time for

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Sean Peterson

150 another event they will follow the same request process, however the 40 hours is a per year bank, that
151 has no payout or carryover between calendar years.

152 **Item F. Return to Work**

153 In addition, the employee may be required to submit to a fitness for duty examination before being
154 allowed to return to work.

155 **Item G. Extension Requests**

156 If time is requested above the allocated 40 hours of leave, then the employee has the option of FMLA, or
157 ADA leave pursuant to the City Personnel Policy Handbook.

158

Added Language

~~Move to another section~~

Moved from the PAR

159

CURRENT LANGUAGE

ARTICLE 11 – HOLIDAYS

Section 1. Recognized Holidays

The following is a list of the annual recognized holidays for members of the Bargaining Unit.

New Year's Day	President's Day
Martin Luther King's Birthday	Memorial Day
July 4 th	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day
Juneteenth	Floating Holiday

Section 2. Working Holiday Pay Rate

When a member is required to work on an official holiday, he/she shall be paid at the rate of one-half (1 ½) times per hour for the scheduled shift worked and shall also receive compensatory time of one hour for each hour worked. If the holiday falls on a regularly-scheduled day off for the member who is required to work that shift, the member will take a day off at a later date at a time scheduled by the Department.

Section 3. Holiday Call Out Pay

When a member is called into work on a holiday listed in Section 1, the member shall receive pay at double (2x) rate of normal pay.

ARTICLE 12 – VACATION

Section 1. Eligibility

Vacation benefits are only available to members who are employed to work more than 20 hours per week. Vacation benefits shall not accrue for those members with respect to leave of absence without pay, suspension without pay, layoff, or when working overtime.

Section 2. Vacation Accrual

Vacation is accrued each pay period. Changes in vacation accruals begin in January of the fiscal year in which a member's years of service reach the new threshold. Members currently employed, or hired, on or before December 7, 2008, will accrue vacation pursuant to VACATION SCHEDULE "A."

VACATION SCHEDULE "A"

Years of Service	Full Time Hours Per Pay Period (40 hours +)	Half Time Hours Per Pay Period (Greater than 20 hours)
1 through 5	4.00	2.00
6 through 10	4.93	2.47
11 through 15	5.85	2.93
16 through 20	7.08	3.54
21 through 25	8.00	4.00
26 or more	9.24	4.62



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Sean Peterson

For all members hired, or who commence working, after December 8, 2008, vacation will accrue pursuant to VACATION SCHEDULE "B."

VACATION SCHEDULE "B"

Years of Service	Full Time Hours Per Pay Period (40 Hours +)	Half Time Hours Per Pay Period (Greater than 20 hours)
1 through 5	4.00	2.00
6 through 10	4.93	2.47
11 through 15	5.85	2.93
16 through 20	7.08	3.54
21 or more	7.70	3.85

Section 3. Limit on Vacation

Accumulated vacation shall not exceed 400 hours at the calendar year's end. Any unused vacation leave over 400 hours shall be forfeited at midnight on December 31 of each year. There will be no payoffs for those excess hours at the end of the calendar year, nor can excess hours be carried over to the following year.

Section 4. Vacation Payout Upon Termination, Resignation, Death, or Retirement from Employment

The CITY shall pay all Bargaining Unit members' accrued vacation time and compensatory time (excluding any compensatory time specifically identified as arising from travel time reimbursement) at their hourly rate as of the date of their termination, resignation, death, or retirement per the employee handbook as adopted.

In the event that a Bargaining Unit member is killed in the line of duty, their beneficiary shall be paid all accrued vacation time and compensatory time available to the deceased member as of the date of death without application of any caps or limitations.
and ordinance

160 ARTICLE 13 – SICK LEAVE

161 **Section 1. Sick Leave Accrual**

162 Sick Leave is provided as an insurance and income protection against a member's inability to work because of
163 non-job-related illness/injury, pregnancy/maternity. Sick leave may not be used for any absences occurring
164 during the final week of employment unless a doctor's statement is presented prior to the time that member's
165 final check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or
166 discharge. Sick leave is accrued during each pay period as follows:

- 167 ○ Full-time - 3.70 hours
- 168 ○ Half-time - 1.86 hours

169 Sick leave shall not accrue for any member on leave of absence without pay, suspension
170 without pay, or when working overtime.

171 **Section 2. Sick Leave Payout**

172 When a member, who is eligible for retirement benefits through the Idaho Public Employees
173 Retirement System, retires from CITY employment, or if a Bargaining Unit member is killed in the line of



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Sean Peterson

duty, they or their beneficiary shall be entitled to receive the value of their accumulated sick leave calculated as follows:

2. The value shall be based upon the then current hourly rate of pay for the retiring or deceased bargaining unit member multiplied by the number of hours accumulated.
 - a. The individual shall be paid 20% of the value for the first 400 hours of accumulated sick time;
 - b. The individual shall be paid 30% of the value for 401 through 800 accumulated sick hours; and,
 - c. The individual shall be paid 40% for the value of all accumulated sick hours exceeding 801.

PROPOSAL #11

AMENDMENT Article #7 Compensation

Section 17. Add Pay

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

~~Section 17. Add Pay~~

~~With the removal of the Bargaining Unit member's longevity and retention bonus, the CITY will institute an "add pay line" to those employees whose annual pay will be less than their FY2016 annual compensation.~~

~~ADD PAY will be computed by taking the FY2016 annual salary, FY2016 annual longevity, FY2016 retention bonus values and subtracting from that the agreed upon annual pay and dividing the difference into the 26 pay periods in the following year.~~

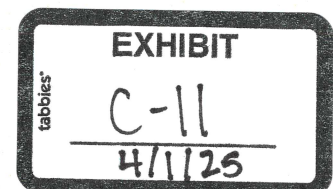
~~This add pay line will continue to be implemented until the employee separates from the CITY, receives pay raises or promotions that brings the employee to a zero sum.~~

Added Language

~~Move to another section.~~

Removed Language

Moved from the PAR





PROPOSAL #12

AMENDMENT Article #8 Work Period and Overtime Pay

Section 7. Direct Deposit

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Section 7. Direct Deposit

~~Bargaining Unit members shall participate in the mandatory payroll direct deposit program. The CITY will direct a member's payroll to a financial institution of the member's choice. A financial institution must be designated within thirty (30) days of hire. This plan shall make the member's deposit available no later than the normal pay date. Paycheck stubs will accurately itemize and display income and deductions.~~

All members shall participate in mandatory direct payroll deposit. First pay checks, and any checks that occur after a direct deposit account change, may result in paper check or a pre-paid card due to the pre-note process utilized to accurately check bank account validity. This plan shall make the members' deposit available no later than the normal pay date. Paycheck stubs will be based on the City's financial system standard. Options to receive a pay stub may include an email or access to a secure employee portal.

Added Language

Move to another section

Removed Language

Moved from the PAR

EXHIBIT

tabbies®

C-12
4/1/25

PROPOSAL #13

AMENDMENT Article #7 Compensation – Step Increases

 TA Date: _____
 TA Number: _____

 City Rep: _____
 Heather Buchanan

 Union Rep: _____
 Sean Peterson
Section 15. ~~Sworn~~ Step Increases ~~and Probationary Periods~~

~~Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.~~

~~a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.~~

~~b. Sworn officers entitled to automatic rank advancement and any corresponding automatic rank/pay grade advancement shall be made on the anniversary date of the automatic rank promotion.~~

~~c. Any sworn officer promoted in October of 2020 who had a 1-year probationary period will be eligible for a step in FY2022 at the conclusion of their probationary period.~~

~~Sworn officers who have not completed the required introductory/probationary period for promotions will only receive a step on fiscal year. There are no midyear steps granted.~~

Section 16. ~~Non-sworn/Civilian Step Advancements~~

~~All civilian positions will receive the adopted hybrid scale increase and step movement, as determined by City Council. Employees at the scale maximum will receive no increase. Civilian employees who are still in their introductory/probationary period are not eligible for step increase, there are no midyear steps granted.~~

Effective with FY2026, sworn officers within an introductory period are eligible for a step movement at fiscal year if they are not at the scale max.

Effective with FY2026, Civilian members, on the general pay scale, within an introductory period are eligible for a step movement, if steps are granted by City Council, at fiscal year if they are not at the scale max.

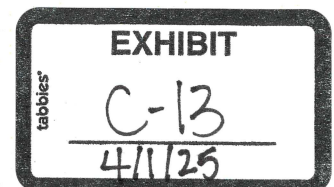
There are no midyear steps granted and there is no retro step given for previous fiscal years.

Added Language

Move to another section

Removed Language

Moved from the PAR



PROPOSAL #14

AMENDMENT Article #7 Compensation, Section 10

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Section 10. School Resource **and D.A.R.E.** Officers

~~1. This Provision applies to the Support Services Division, D.A.R.E Officers and School Resource Officers holding those positions during the 2015-2016 school year and lasting until the completion of their assignment. Any reassignment into a D.A.R.E or SRO position after the completion of an assignment that existed in 2015-2016 will fall under the 2017 rules.~~

~~A. Officers assigned to the Community Services Division, as specified above, shall be paid at a rate equivalent to the Pocatello Police Department Corporal rank.~~

~~B. Overtime worked on duties specific to SRO shall be compensated for in the form of compensatory time off (comp time) accrued at time and one-half for all hours so worked. Sick leave hours are not considered time worked for the purpose of computing overtime.~~

~~C. Overtime worked on duties not specific to SRO may be compensated by overtime pay or comp time, at the officers' discretion. Sick leave hours are not considered time worked for the purpose of computing overtime.~~

~~D. Comp time off shall be taken, to the extent possible, only when school is not in session.~~

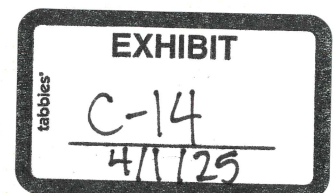
~~2. This Provision applies to all D.A.R.E Officers or School Resource Officers who replace current officers in the 2016-2017 school years and subsequent years.~~

Officers assigned to the Community Services Division as **D.A.R.E Officers and School Resource Officers** ~~specified above~~ shall be paid at their current rank.

Overtime worked on duties specific to **D.A.R.E Officers and School Resource Officers** shall be compensated for in the form of compensatory time off (comp time) or Overtime accrued at time and one-half for all hours so worked. ~~Sick leave hours are not considered time worked for the purpose of computing overtime.~~

Added Language~~Move to another section~~~~Removed Language~~

Moved from the PAR



Section 7. ~~Education Incentives~~ Recruiting Education Incentive

~~It is agreed by and between the CITY and the UNION that it is beneficial for the members of the bargaining unit to be highly educated. With that as a goal, the CITY agrees to provide a recruitment incentive, a current member education incentive, and a Qualified Educational Assistance Reimbursement Program for members of the Bargaining Unit to continue their education. Except as otherwise set out below, this provision applies to all members of the Bargaining Unit.~~ For all members of the Bargaining Unit hired after October 1, ~~2017~~ 2025 who have obtained or received a certificate or degree identified below prior to the date of their employment with the CITY shall receive the following:

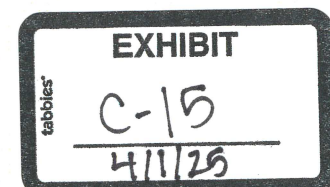
1. **Associates Degree** from an accredited educational institution ~~or a POST Officer Certificate~~: \$3,000 education incentive for one (1) year payable on ~~the pay period following~~ the first anniversary date of the member's employment with the CITY. Such payment will only be paid so long as the member is a full-time employee and remains a full-time employee of the CITY for the entire year. ~~A copy of the certificate, degree or transcript must be submitted with the payment request.~~
2. **POST Officer Certificate**: \$2,000 education incentive for two (2) years payable in consecutive years on the pay period following the anniversary date of the member's employment with the CITY. Such payments will only be paid as long as the member is a full-time employee and remains a full-time employee of the CITY during each year such education incentive is paid. A copy of the certificate, degree or transcript must be submitted with the payment request in year one.
3. **BA/BS Bachelor's Degree** from an accredited College or University: \$3,000 per year for four (4) years payable in consecutive years on the ~~pay period following~~ anniversary date of the member's employment with the CITY. Such payments will only be paid as long as the member is a full-time employee and remains a full-time employee of the CITY during each year such education incentive is paid. ~~A copy of the certificate, degree or transcript must be submitted with the payment request in year one.~~
4. **Master's Degree** from an accredited College or University: \$5,000 per year for two (2) years payable in consecutive years on the ~~pay period following~~ the anniversary date of the member's employment with the CITY. Such payments will only be paid as long as the member is a full-time employee and remains a full-time employee of the CITY during each year such education incentive is paid. ~~A copy of the certificate, degree or transcript must be submitted with the payment request in year one.~~
5. No Bargaining Unit member shall receive an education incentive payment, as set out above, for more than one degree or certificate. At the time of employment, the Bargaining Unit member shall provide proof of the degree or certificate and elect the degree upon which the yearly amount will be paid. Once such election is made, it cannot be altered.
6. A member who elects to receive the existing education incentive, as set out above, waives the right to receive any other educational ~~add pay~~ incentives set out herein during any year in which an educational status education incentive is received. ~~This does not include the yearly education bonus.~~
7. No member is eligible for Tuition Reimbursement CITY's Qualified Educational Assistance Reimbursement Program while receiving a Recruiting Education Incentive payment, or in a schedule for such payments.

Added Language

Move to another section

Removed Language

Moved from the PAR



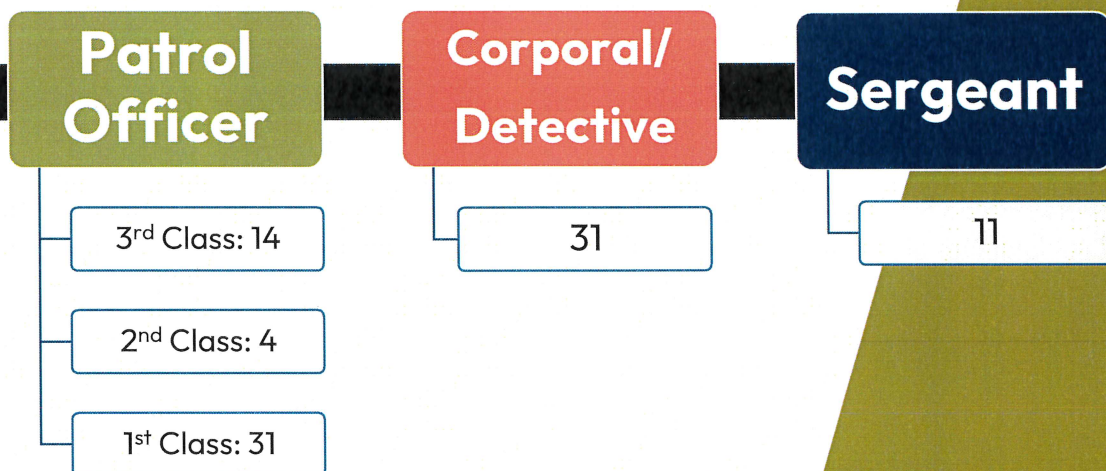
FY2026 POLICE NEGOTIATIONS

City Bundled Offer

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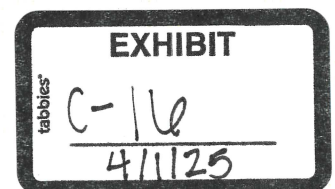
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Current Structure



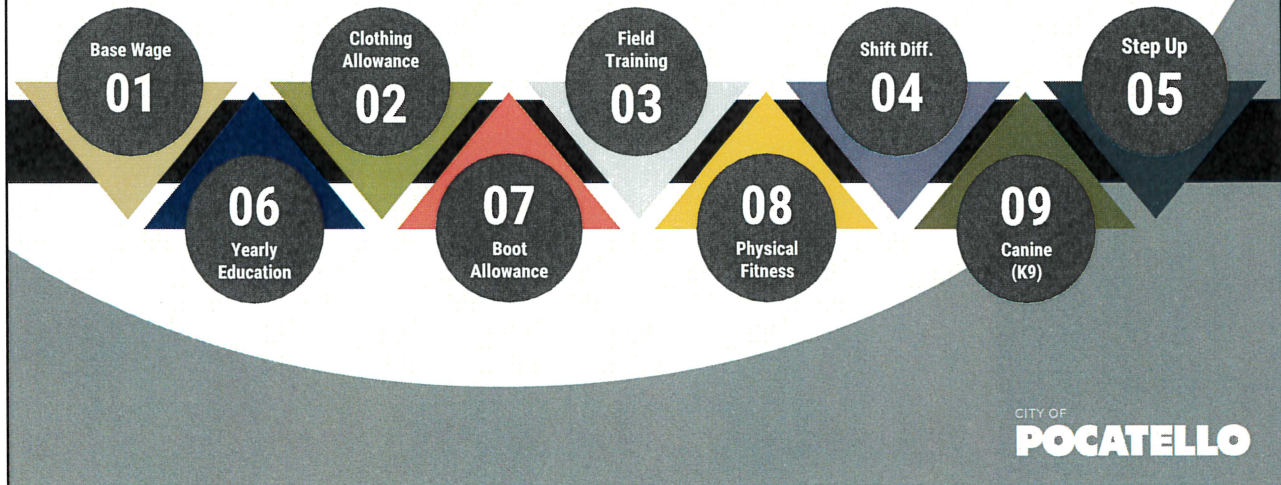
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2



1

Current Total Compensation



3

Current Base Wage

266 a. FY2022 Pay Chart (2.50% increase from FY2021)

		1	2	3	4	5	6	7
P60	3rd Class	\$23.25						
P61	2nd Class	\$24.41						
P62	1st Class	\$25.63	\$26.27	\$26.93	\$27.33	\$27.74	\$28.16	\$28.58
P63	Corporal	\$29.57	\$30.30	\$31.06	\$31.53	\$32.00	\$32.48	\$32.97
P64	Sergeant	\$34.10	\$34.96	\$35.83	\$36.37	\$36.91	\$37.47	\$38.03

267
269 b. FY2023 Pay Chart (3.00% increase from FY2022)

		1	2	3	4	5	6	7	8
P60	3rd Class	\$23.94							
P61	2nd Class	\$25.14							
P62	1st Class	\$26.40	\$27.06	\$27.74	\$28.15	\$28.57	\$29.00	\$29.44	\$29.88
P63	Corporal	\$30.45	\$31.21	\$31.99	\$32.47	\$32.96	\$33.46	\$33.96	\$34.47
P64	Sergeant	\$35.13	\$36.01	\$36.91	\$37.46	\$38.02	\$38.59	\$39.17	\$39.76

270
271 c. FY2024 Pay Chart (3.50% increase from FY2023)

		1	2	3	4	5	6	7	8	9
P60	3rd Class	\$24.78								
P61	2nd Class	\$26.02								
P62	1st Class	\$27.32	\$28.01	\$28.71	\$29.14	\$29.57	\$30.02	\$30.47	\$30.92	\$31.39
P63	Corporal	\$31.52	\$32.31	\$33.11	\$33.61	\$34.11	\$34.63	\$35.15	\$35.67	\$36.21
P64	Sergeant	\$36.36	\$37.37	\$38.30	\$38.77	\$39.24	\$39.84	\$40.44	\$41.14	\$41.77

273
274 d. FY2025 Pay Chart (3.50% increase)

		1	2	3	4	5	6	7	8	9	10
P60	3rd Class	\$25.65									
P61	2nd Class	\$26.93									
P62	1st Class	\$28.28	\$28.99	\$29.71	\$30.16	\$30.61	\$31.07	\$31.53	\$32.01	\$32.49	\$32.97
P63	Corporal	\$32.62	\$33.44	\$34.27	\$34.79	\$35.31	\$35.84	\$36.38	\$36.92	\$37.48	\$38.04
P64	Sergeant	\$37.63	\$38.57	\$39.53	\$40.13	\$40.73	\$41.34	\$41.96	\$42.59	\$43.23	\$43.88

Section 14. Pay Grade Charts

Sworn members in each paygrade at maximum step will receive no pay increase, officers below the max step will receive 1 step.

- Master levels used in FY2021 and prior were consolidated into base rank effective FY2022.
- One (1) step will be added in years FY2022, FY2023, FY2024 and FY2025 of 1.5% to 1st Class/ Corp/Sgt ranks until 10 steps are on the adopted scales.

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Things to Consider

- What we're doing right now is not wrong; we are simply working toward a more modern and competitive pay scale that will help us retain top talent. Some of these changes are necessary to streamline and improve the transparency of our administrative processes. Additionally, these changes will provide a clearer understanding of earning potential as officers progress within the department.
- Most of the proposed changes are interconnected, meaning that some cannot happen without others. We understand that some aspects of what you're about to see may be frustrating, but that is not our intention. Please hear us out so we can provide the full context before you form a final opinion.
- Feel free to ask any questions along the way. If we believe it would be better to address a question later in the presentation, we will make a note of it and provide an answer at the appropriate time or at the end.
- Under this new pay scale/plan, every sworn police officer will have the opportunity to earn more.

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PROPOSED CHANGES

grouped items - cannot be taken individually

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Summary of Proposed Changes



SWORN OFFICERS

Change of Structure

1. Eliminate 3rd Class Patrol Officer and 2nd Class Patrol Officer ranks
 - Article 7, Section 9 Sworn Officer Classification Definitions
2. Create a non-competitive Corporal structure (threshold based no longer a promotion, allocated FTE not defined between Patrol Officer and Corporal)
3. Detective and Detective Sergeant are now separate pay grades

Compensation

4. Placement on the new table is based on current salary data file (called Base Table – taken from salary projections)
 - Clothing allowance built into wage \$0.28 to Grade 1, Step 1
5. Once placement is complete, a table adjustment of 1.5% will be applied for FY2026 Table
 - After placement
 - Bachelor degree built into base wage
 - Special Assignment pay grade added and employees placed
6. Step up to Sgt and LT will be paid at day one, not day three

7

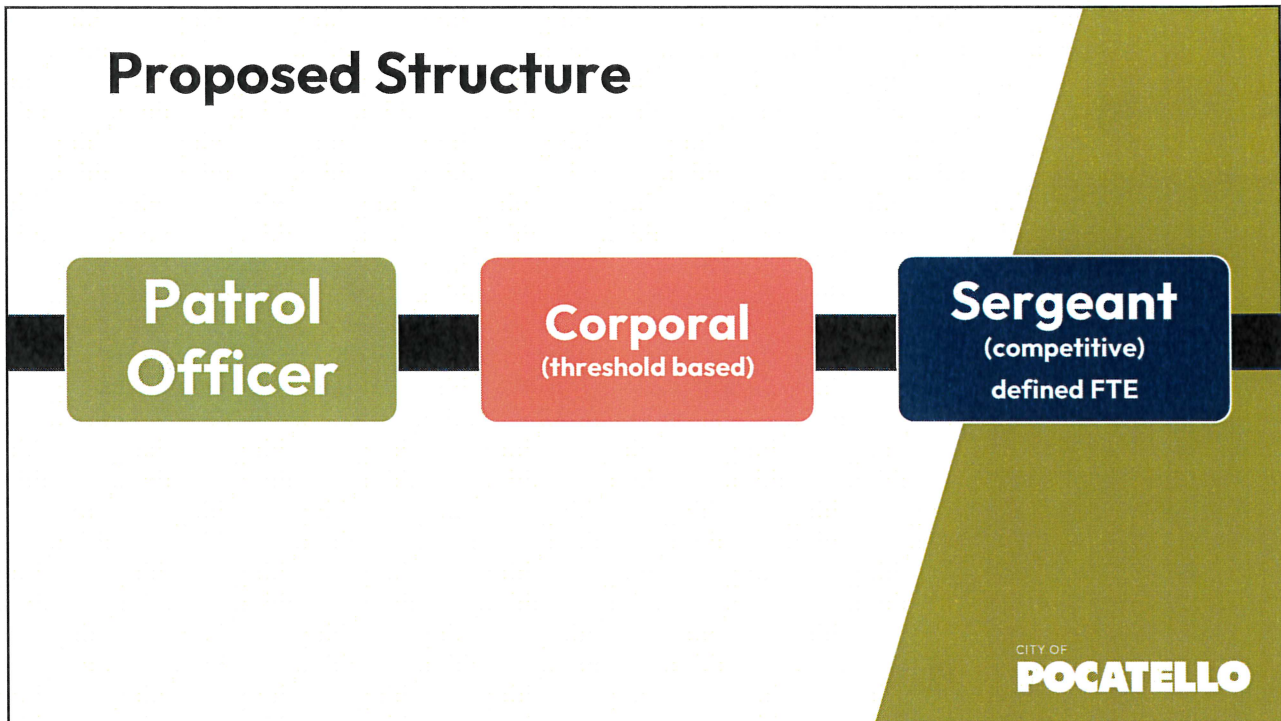
Summary of Proposed Changes



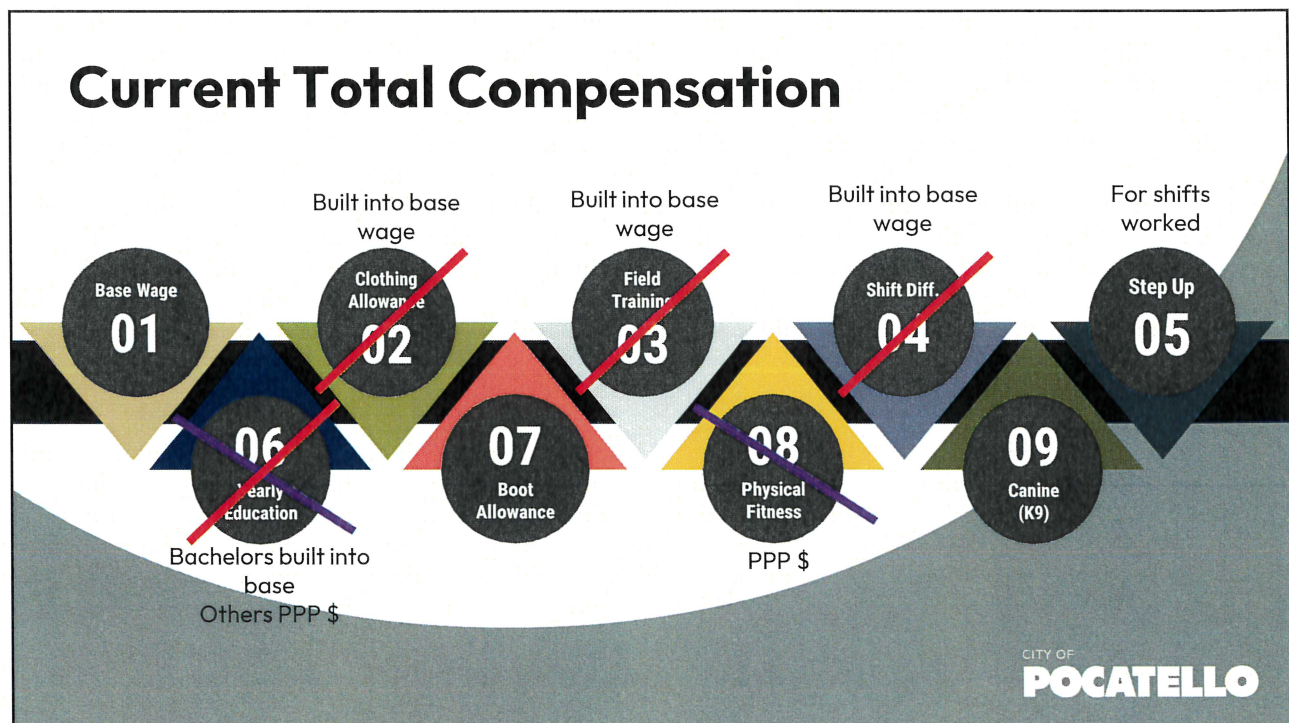
ALL MEMBERS

7. Update shift differential amount to a percentage of pay
8. Training built in as an hourly amount of \$4.00 per hour
 - Article 7, Section 1
 - Sworn Officers, Emergency Communications Officer, Ordinance Enforcement Officers
9. All lump sum benefits and add pays will be paid as a per pay period contribution
 - Exceptions: Boots and Education Recruiting Incentive
10. Medical, Dental, HRA VEBA, EAP, and Bilingual benefits will revert to City standard benefit and be removed as language in CBA
 - Eliminate Article 7, Section 13 – Bilingual Pay Incentive Program
 - Eliminate article 14 – Medical & Dental Benefits
 - Section 1- Medical & Dental Benefits
 - Section 2 – HRA VEBA Payment
 - Eliminate article 15 – EAP (currently City Proposal #7)
11. Redefine several benefits (details in subsequent slides)
 - Examples: Clothing allowance, boot allowance

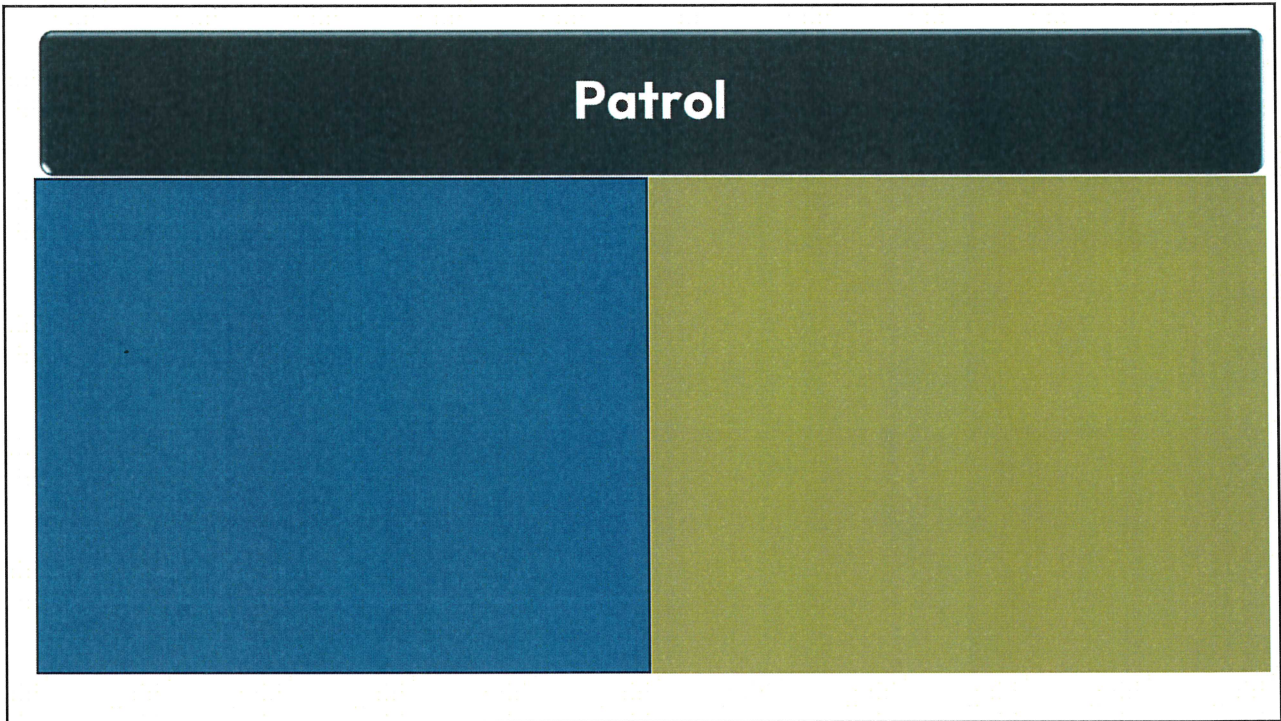
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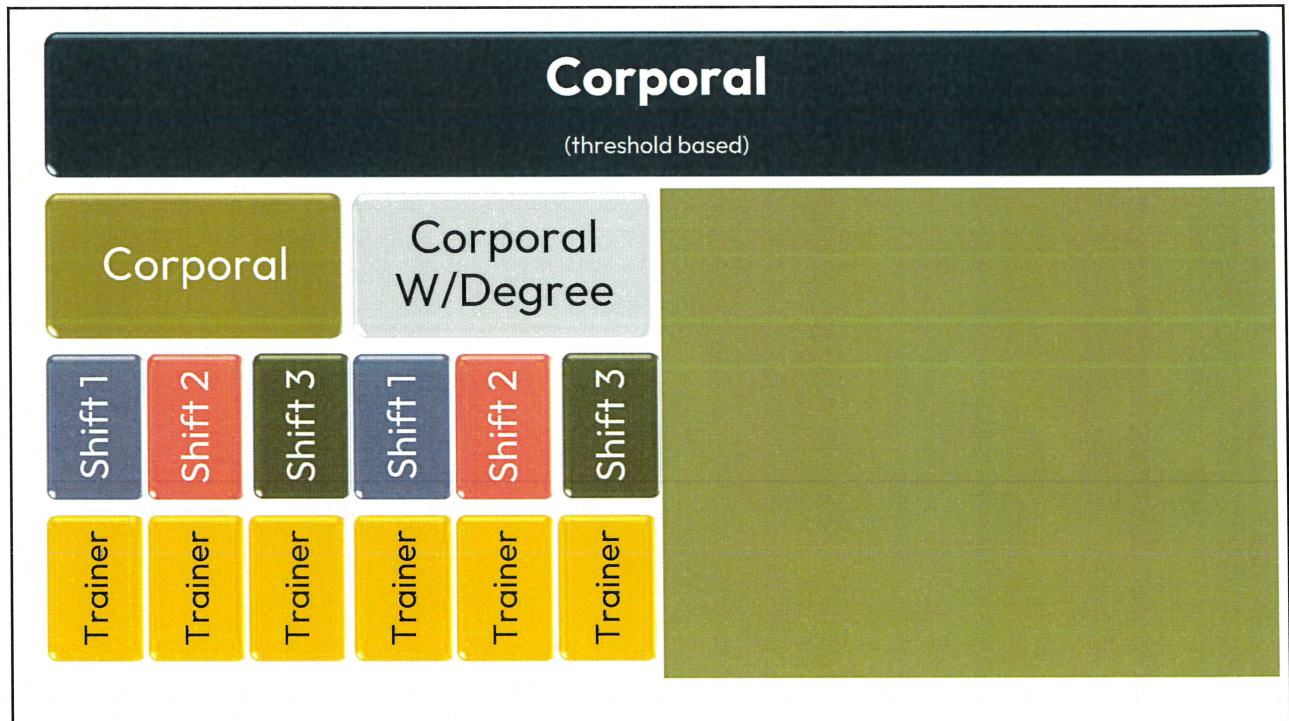
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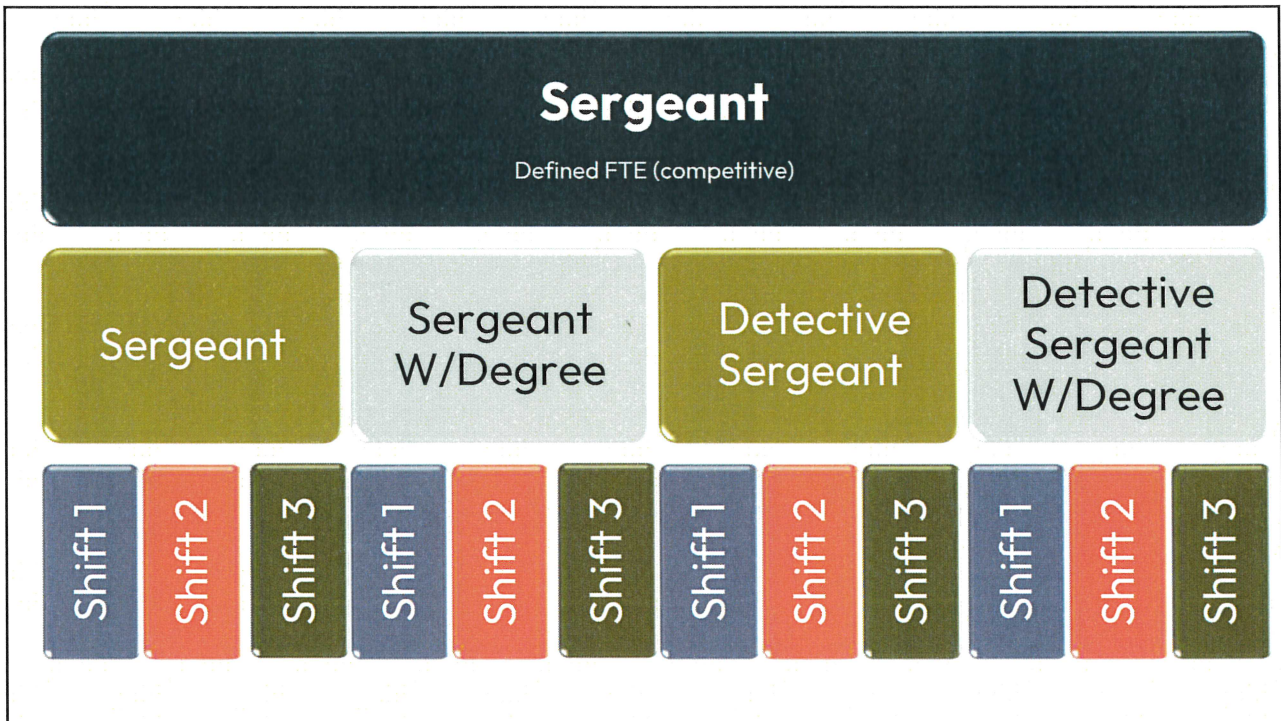
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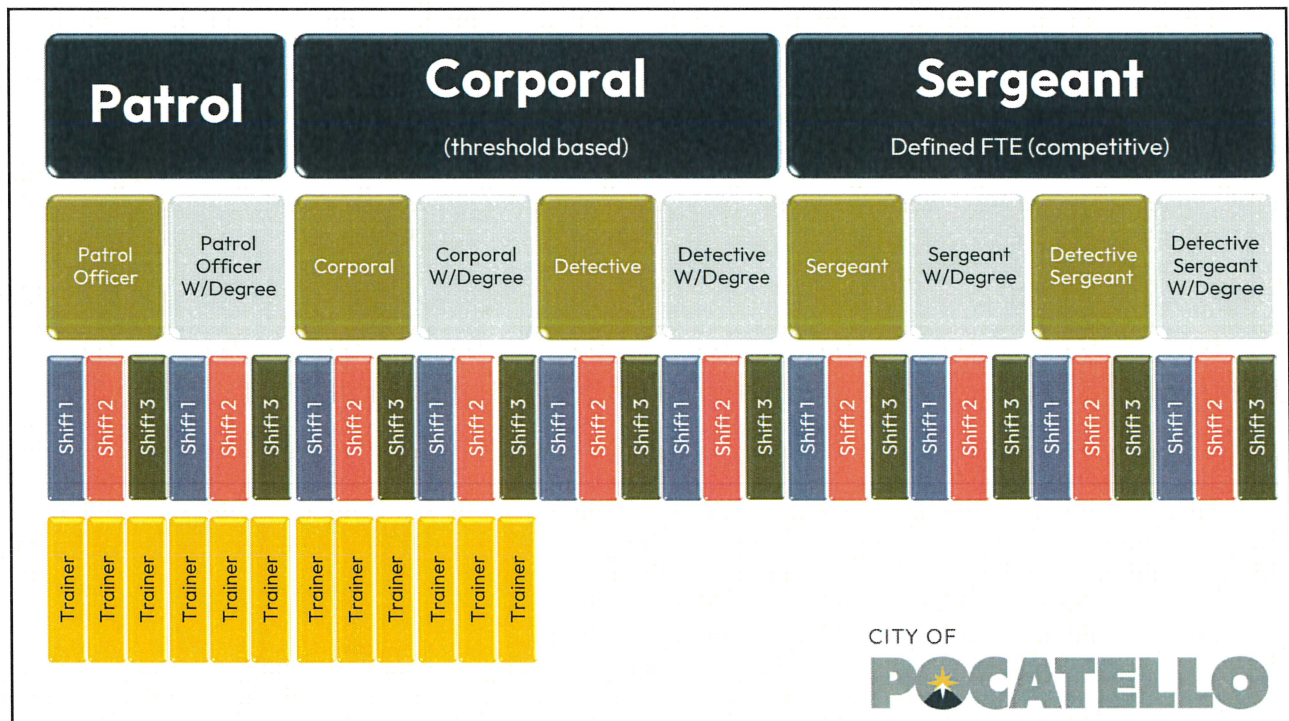
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12



13



14

Examples of What an Employee Would See in TimeClock Plus

- **Patrol Officer who is a trainer**
 - Patrol Shift 1
 - Patrol Shift 2
 - Patrol Shift 2
 - Patrol Trainer Shift 1
 - Patrol Trainer Shift 2
 - Patrol Trainer Shift 3
- **Corporal who is eligible to step up to Sergeant**
 - Corporal Shift 1
 - Corporal Shift 2
 - Corporal Shift 3
 - Sergeant Shift 1
 - Sergeant Shift 2
 - Sergeant Shift 3
- **Detective Sergeant w/Degree**
 - Detective Sergeant w/Degree Shift 1
 - Detective Sergeant w/Degree Shift 2
 - Detective Sergeant w/Degree Shift 3

Shift 1 = Days
Shift 2 = Swings
Shift 3 = Nights

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Canine (K-9) Officers Pay

CURRENT

Section 2. Canine K-9 Officers

K-9 officers will be paid for thirty (30) minutes each day at the rate of one and one-half (1½) times their regular rate of pay for care and maintenance of the police dog.

PROPOSED

No changes to compensation

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Field Training

CURRENT

Section 1. Field Training Officer/Communication Training Officer – Additional Pay

Field Training Officers and Communication Training Officers will be paid forty dollars (\$40.00) per day while engaged in training a member in the FTO program.

PROPOSED

Training Officer Compensation

- Sworn Field Training Officers
- Emergency Communication Training Officers
- Ordinance Enforcement Training Officers

Members who are working as a Training Officer will be paid \$4.00 per hour while engaged in training a member in the FTO program.

The training member will log into the correct training position in timekeeping system to receive the additional compensation.

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Shift Differential

CURRENT

Section 4. Shift Differential.

Members of the Bargaining Unit who work the following shifts shall receive a shift differential payment as set out below:

- Mid-Day Cover Shift: eighteen cents (\$0.18) per hour shift differential.
- Swing or Afternoon Shift: forty- six cents (\$0.46) per hour shift differential.
- Midnight Shift: eighty cents (\$0.80) per hour shift differential.

Shift differential payments do not apply to holdovers from a previous shift or overtime consecutive to a shift.

PROPOSED

Section 4. Shift Differential. Shift differential is a premium pay rate for hours worked at untraditional times, such as evening shifts nights. Although not required by the Fair Labor Standards Act (FLSA), defined positions will be paid shift differential for time worked as detailed below.

1. Shift differential will apply to holdovers from a previous shift or overtime from consecutive to a shift, members must log time in the correct position.
2. Shift Differential is only paid for actual hours worked, and is not applied to sick, vacation, holiday, or comp time usage. (Workers Compensation time will include shift diff.)
3. Shift differentials shall not be applied to compensation paid out upon termination of employment for retirement, or any other reason.
4. Shift differential pay is considered employee compensation. As such, it is subject to all applicable federal, state and local taxes.
5. Shift differential pay will be applied to K9 officer defined compensation based on the employees' actual hours worked

Shift	Time Definition	Eligible Positions	Amount of Pay
Day / Shift 1	8:00am-5:00pm (0800 to 1700)	All Members	No Diff. Paid
Swing / Shift 2	4:00pm – 12:00am (1600 to 2400)	Sworn Officers ECO's	2.50%
Night / Shift 3	12:00am-8:00am (2400 to 0800)	Sworn Officers ECO's	5.00%
Mid Day Cover / Shift 4	10 Hr Shift: 11:00am-9:00pm (1100 to 2100) 12 Hr Shift: 11:00am-11:00pm (1100 to 2300)	ECO's	1.25%

18

Sworn Officer: Step Up Pay for Rank

CURRENT

Section 3. Step-Up Pay

Any Sergeant who is assigned the responsibilities and duties of a Lieutenant for two or more shifts worked during their scheduled work week shall receive step up pay equivalent to the rank of Lieutenant on the first step of the pay scale.

Any Corporal who is assigned the responsibilities and duties of a Sergeant for two or more shifts worked during their scheduled work week shall receive step up pay equivalent to the rank of Sergeant on the first step of the pay scale.

Step up pay under this section is paid only for the shift the member was actually assigned the responsibilities and duties of the step-up grade.

PROPOSED

Any sworn members who steps into a higher ranks' responsibilities and duties for time worked during their scheduled work week shall receive step up pay equivalent to the step-up rank. Pay will be determined as the step of the higher rank pay scale that is closest to a 5% minimum increase.

Members Current Rank	Members Acting Rank
Corporal	Sergeant
Sergeant	Lieutenant

- Step up pay under this section is paid only for the shift the member was assigned the responsibilities and duties of the step-up grade.
- The member will log time in the timekeeping system for time worked.
- The step-up position will be added to the members timekeeping system based on the individual members' current pay/step.
- Changes to step up achievement and placement will be done on a case-by-case basis through the most current City adopted HR/Payroll form.

Yearly Education Bonus



CURRENT

Yearly Education Bonus. The following education incentive amounts will be paid in a lump sum on the first payroll in November in the fiscal year following attainment of that degree.

Compensation is paid only for the highest certificate or degree achieved. Bargaining Unit members receiving payments as set out above for educational status at the time of hire are not eligible for the following payments until the second year of their employment with the CITY.

- 2-year vocational certificate \$125.00
- A.A. Degree \$125.00
- B.A. /B.S. Degree \$250.00
- Master's Degree \$350.00

PROPOSED

Proof of degree (physical copy of diploma or unofficial transcript) must be submitted with FY2026 for all existing members, and for all new hires, in order for payment to be issued. Proof is only required at onset up payment or for any changes to education status. Proof will not be required each year once established. Newly hired bargaining unit members receiving hiring incentives for a degree are not eligible for the following payments until the conclusion of their recruiting education incentive.

Sworn Member	Member Type	Per Pay Period	Full Year (26 pay periods)
2 Year Vocational Cert.	All	\$5	\$130
Associate's degree	All	\$5	\$130
Bachelor's degree	Sworn	Built into pay scale	Built into pay scale
Bachelor's degree	Civilian	\$10	\$260
Master's & above degree	Sworn	\$5	\$130
Master's & above degree	Civilian	\$14	\$364

- Sworn officers with a master's degree and above will receive the bachelor's degree hourly rate and will receive the per pay period amount for a Master's+
- Members with a bachelor's degree are eligible for the degree rate of pay at hire.

Physical Fitness



CURRENT

Section 8. Physical Fitness Incentive

Each member of the Bargaining Unit will be compensated for achieving certain score levels on the Idaho POST physical test or the department established physical fitness test as defined in the PAR. The test is voluntary and has no effect on an individual's performance evaluation. The score levels and corresponding bonus is as follows:

- \$350.00 for a score achievement of 85 points or greater;
- \$225.00 for a score achievement of 75-84 points;
- \$100.00 for a score achievement of 60-74 points.

The test will be offered once in April and once in October each year as determined by the Chief of Police. An individual may take the exam each time it is offered. Compensation earned through meeting the above required point levels will be paid in the first payroll in May and November following the date the individual passes the test.

PROPOSED

Section 8. Physical Fitness Incentive

Each member of the Bargaining Unit will be compensated for achieving certain score levels on the Idaho POST physical test, or the department established physical fitness test as defined in the PAR. The test is voluntary and has no effect on an individual's performance evaluation, test scores can be utilized in the Sworn Officer promotion packet. The score levels and corresponding bonus is as follows:

	Per Pay Period	Full Year (26 pay periods)
Score 85+	\$30	\$780
Score 75-84	\$20	\$520
Score 60-74	\$10	\$260

- The test physical fitness will be offered once a quarter, dates determined by the Chief of Police, or their designee.
- A member may take the exam each time it is offered, and their highest score achieved will stand for 1 year from the date of the test.
- The department will submit a COE, or currently defined HR/Payroll form, for the incentive to be paid to the member, the frequency of the payment will be per pay period. The incentive payment will be adjusted in the first full pay period following the form submission.

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Dispatch Certification Incentives

CURRENT

Section 6. Certification Incentives - Dispatch

This provision applies to all members of the Bargaining Unit who hold a dispatch certificate and are able to assist and work in dispatch as the need arises, this requires a current EMD card and any other required certifications being current. The incentive amount is paid annually in a lump sum on the first payroll in November in the fiscal year following attainment of that level for the duration of this contract.

- Intermediate \$300.00
- Advanced \$450.00

PROPOSED

Section 6. Emergency Communication Officers P.O.S.T. Certification

This provision applies to all members of the Bargaining Unit who hold a dispatch certificate and are able to assist and work in dispatch as the need arises, this requires a current EMD card and any other required certifications being current. The incentive will be paid as a per paycheck amount. The incentive will be paid in the first full pay period after the certification level is achieved.

P.O.S.T. Certificate Level	Per Pay Period Amount	Full Year (26 Pay Periods)
Intermediate	\$12	\$312
Advanced	\$18	\$468

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Emergency Communication Officers Special Assignments

CURRENT TA

Civilian Special Assignment

Emergency Communications Officers will have 2 special assignments. Each assignment can only be held by one member at a time and the assignment details will be included in the PAR.

Assignment	Per Paycheck	Full Year (26 pay periods)
ILETS Terminal Agency Coordinator (TAC)	\$40	\$1,040
ILETS Assistant Terminal Agency Coordinator (ATAC)	\$20	\$520

PROPOSED

Emergency Communication Officers Special Assignments

Emergency Communications Officers will have 3 special assignments. Each assignment can only be held by one member at a time and the assignment details will be included in the PAR. A member may only hold of the special assignments at a time.

Assignment	Per Paycheck	Full Year (26 pay periods)
ILETS Terminal Agency Coordinator (TAC)	\$40	\$1,040
ILETS Assistant Terminal Agency Coordinator (ATAC)	\$20	\$520
IAED ACE Reporting/Coordinator	\$40	\$1,040

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Clothing & Boot Allowances

CURRENT

ARTICLE 10 – CLOTHING ALLOWANCE

Section 2. Clothing Allowance

In addition to the provided equipment, the CITY agrees to pay uniformed civilian and sworn personnel, including narcotics detectives, \$565.00 in a lump sum payment on the first paycheck of April for uniform and equipment maintenance. The CITY agrees to pay plainclothes sworn officers within the Detective division excluding the Narcotics detectives \$1,053.00 in a lump sum payment on the first paycheck of April for uniform and equipment maintenance. In addition to the above clothing allowance payments, each Sworn Officer, Evidence Technician, Code Enforcement Officer, Parking Enforcement, Training & Community Services Coordinator, and Licensing Technician will be paid a boot/footwear allowance in the amount of \$200.00 per year. Such allowance will be paid in the first pay period of April of each year. Uniformed civilian half-time personnel will receive one-half (1/2) of the amount uniformed personnel receive for uniform and equipment maintenance excluding the boot/footwear allowance.

Section 4. Issued Equipment and Uniforms.

Civilians or Non-sworn members required to wear a uniform shall be provided with a department approved uniform for each day of work they are scheduled for during a regular 40-hour work week.

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PROPOSED

Uniform Standards and Attire Expectations

Positions that require uniforms must adhere to specific uniform standards as defined, including seasonal variations and maintenance requirements.

SWORN OFFICERS: Officers are issued uniforms as follow:

- Issued Equipment and Uniforms INSERTED HERE FROM CURRENT CBA

UNIFORMED CIVILIANS: are required to wear a department approved uniform and will be provided a uniform for each day of work they are scheduled for during a regular 40-hour work week. Uniform standards will be defined in the PAR by position type defined below.

- **Field Positions:** 1) Ordinance Enforcement Officers and 2) Ordinance Enforcement Supervisor
- **Limited Field Positions:** 1) Evidence Technicians and 2) Licensing & Enforcement Officer
- **Professional External Facing Civilians:** 1)Victim Witness Coordinator and 2)Training & Community Services Coordinator
- **Emergency Communications Officers** – are considered non-uniformed staff, however ECOs will have the option of being provided 1 uniform per calendar year to wear for court appearances. Annually this election is done with open enrollment, or in the first month for a new hire.
 - An ECO may choose to wear business professional clothing to court in lieu of a uniform.

NON-UNIFORMED CIVILIAN STAFF – are expected to adhere to professional or business casual attire, depending on the members role. For those not required to wear uniforms, the department mandates business professional attire during court appearances or testimony.

- Annually non-uniformed employees shall receive a department approved shirt as follows →
- No less than three style options will be provided for the employee's selection; colors & emblems must be department approved and fit within the scope of the City's branding.

40 Hours Per Week	30 Hours Per Week	20 Hours Per Week
4 shirts	3 shirts	2 shirts
1 sweatshirt or sweater or hoodie		

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PROPOSED PAGE 2

Boot Allowance

- Sworn Officers, Evidence Technicians, Ordinance Enforcement Officers, Ordinance Enforcement Supervisor, the Training & Community Services Coordinator, and the Licensing & Enforcement Technician have defined footwear standards in PPD policy.
- Members in these positions will receive an Annual Boot Allowance of \$200
- The boot allowance shall be paid on the 8th pay period of the calendar year
 - Employees hired in pay periods 5, 6, 7 of the calendar year will not receive a new hire boot allowance but will receive an annual boot allowance on cycle as defined above.
 - Employees hired after pay period 8 and before pay period 5 will receive payment on their 1st or 2nd full pay period following their start date, except as defined above.

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PROPOSED PAGE 3

Replacement/Repair of Damaged Personal Items in the Line of Duty

- **Damaged or Stolen Sworn Uniforms:** Sworn personnel having any item of their uniform damaged, or stolen, on duty will have the item cleaned, repaired or replaced at City expense on approval of the Chief of Police or their designee as reasonable and necessary. The item cost must be project coded pursuant to finance standards.
- **Clothing Contaminated by Bodily Fluids:** Members who have had uniforms or personal clothing contaminated by bodily fluids during the course of duty may have the uniform or clothing cleaned at City expense upon confirmation and advance approval by their Sergeant. Employee will submit receipts for reimbursement, finance project code and reimbursement policy/standards must be followed.
- **Seized for Evidence:** Boots will be replaced immediately, matching the style/type as seized pair. Guns will be replaced after 30 days.
- **Personal Property Items Damaged:** items damaged on duty will be repaired or replaced at City expense with the approval of the Chief of Police, or their designee, as reasonable and necessary. Repair or replacement will be exact cost, or a maximum as listed
 - Repair or replacement cost will be determined by the most cost-effective method.

The item costs must be project coded pursuant to finance policy and standards.

Item	Replacement/ Repair Cost Limit One per Calendar Year	Replacement Method
Watch	\$250	receipt & reimbursement
Back Up (Personal) Certified Firearm	Replacement to match exact destroyed firearm	receipt & reimbursement
Prescription Eyeglasses	\$250	receipt & reimbursement
Prescription Contact Lenses	\$60 per eye	receipt & reimbursement
Boots	Replacement to match destroyed boots	Quartermaster Purchasing Card

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How Was The Scale Built?

1. We eliminated 3rd Class and 2nd Class ranks

273 d. FY2025 Pay Chart (3.50% increase)

		1	2	3	4	5	6	7	8	9	10
P60	3 rd Class	\$25.60									
P61	2 nd Class	\$26.99									
P62	1 st Class	\$28.28	\$28.99	\$29.71	\$30.16	\$30.61	\$31.07	\$31.53	\$32.01	\$32.49	\$32.97
P63	Corporal	\$32.62	\$33.44	\$34.27	\$34.79	\$35.31	\$35.84	\$36.38	\$36.92	\$37.48	\$38.04
P64	Sergeant	\$37.63	\$38.67	\$39.53	\$40.13	\$40.73	\$41.34	\$41.96	\$42.59	\$43.23	\$43.88

This means 1st Class, Step 1 \$28.28 is new start of base chart

2. We extended the scale from 10 to 12 steps
3. Our paygrade width* goal for a rank-based structure is roughly 30%.
 2. 25.50% wide for Patrol
 3. 32.47% wide for Corporal and above

* % between step 1 & step 12

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Step and Grade Chart Refresher

1. The width of the table – Step 1 to Step 12 is called the pay grade span
2. We aim for 20-30% wide depending on the position type for scales that have ranks
3. The movement along the table is what we call steps.
4. We don't do mid-year steps
5. We don't do retro steps
6. Employees who are competitively promoted to a higher rank will receive a minimum of a 5% increase, so they will have 5% added to their current salary and placed on the correct step at the higher grade
7. The percentage between steps in each grade is not a uniform percent.
 - I build all tables that way, I am happy to explain why

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How Was The Scale Built?

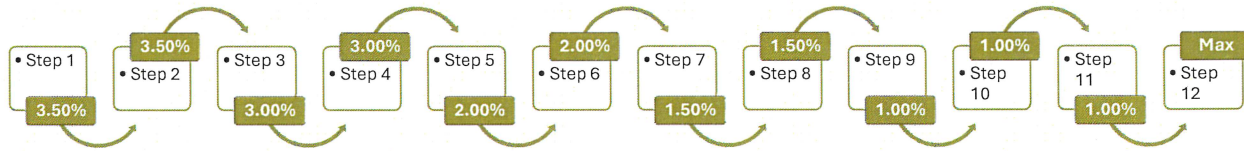
4. Step Amounts were established based on rank and we worked to address the new corporal process.
5. Rank Percentages Differences
 - Corporal is 15.50% above step 1 of the Patrol Officer
 - Sergeant is 15.50% above step 1 of Corporal

Rank	FY2025 Step 1
Patrol Officer	\$28.28
Corporal	\$32.66
Sergeant	\$37.73

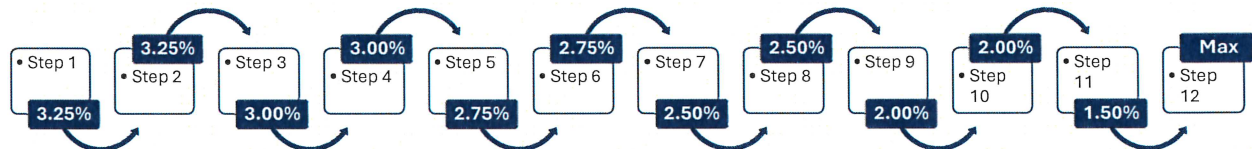
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Calculations of the Percentages Between Steps Patrol Officers – SCALE WIDTH: 25.50%



Calculations of the Percentages Between Steps For Corporals, Detective, Sergeants, Det. Sergeants – SCALE WIDTH 32.47%



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Rolling in Add Pays – Clothing

6. After the scale was built, we added \$0.28 to Patrol Officer (grade 1,) step 1. This means the whole scale adjusted. As this is a rippling table, the \$0.28 does not apply evenly, it increases along steps and up ranks due to the chart build. This is a specific design choice we made for this chart.

$$\$0.28 / 2080 = \$582.40$$

	Base Table Start	Base Table + Clothing = Placement	Clothing Increase Impact on Rank
Patrol	\$28.28	\$28.56	\$0.28
Corporal	\$32.66	\$32.99	\$0.32
Sergeant	\$37.73	\$38.10	\$0.37

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Rolling in Add Pays – Bachelors Degree

7. After the scale was built and people we placed in their correct steps and assignments, we added \$1.25 to step 1 of each grade. As this is a rippling table, the \$1.25 does not apply evenly, it increases along steps due to the chart build. This is a specific design choice we made for this chart.

Base Value of Bachelors Degree Step 1

$$\$1.25 * 2080 = \$2,600.00 \text{ for Grade 1 Step 1}$$

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Placement vs. Step Movement

When a new scale is designed and pay/rank structure is changed we do what is called a placement, which means a step is not granted to all employees for FY2026.

In the City's proposal we are transitioning to a new pay scale that has adjusted to handle the noncompetitive corporal position. Each step represents a specific salary level, with employees moving through these steps based on the theory of a step per year, **the step movement practice is not used in the 1st year of the scale.**

1. Step 1 is the starting point on the new pay scale. Each member was placed at step 1, which corresponds to the entry-level salary for their rank under the new system.
2. A cost spreadsheet compared dollars, FY2025 base wage to the new scales wage at step 1. If the employee showed \$0.00 or negative dollars, the individual employee moved up a step until they showed a wage increase.
3. Compression
 - When we mention step compression, we are referring to situations where employees will be at a different step, or at a step with people who have held the rank for a different time than they have.
 - In such cases, we only address compression at step 1 of the scale. This means anyone who was at a step 1 in FY2025 will be placed on the new scale at step 2, this is to address compression with new hires. We do not address compression among current employees, time in rank is not a determining factor in a new scale placement.

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Placement vs. Step Movement Continued

7. Communication and Transparency: We understand that transitioning to a new pay scale can be a complex process, and we are committed to ensuring that employees are informed about their pay placements. If you have any questions about your specific placement or how the new pay scale will affect your compensation, please don't hesitate to reach out.

Note: we do not negotiate individual member placements, we have defined the practice and applied it to all members equitably.

The chart demonstrates how placement affects steps.

As you can see the placement approach has a dramatic impact on steps.

Step	Current			Placement		
	Patrol	Corporal	Sergeant	Patrol	Corporal	Sergeant
1	19	4	3		7	
4	6	3		25	11	3
3	11	6	3	13	10	5
4	4	5	2		8	2
5	2	7	2		2	
6		2			4	1
7	2					
8	1	1				
9						
10	4	3	1			
Total Count	49	31	11	38	42	11

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Placement Part 1: Initial Scale Placement

Sworn Members were placed in their correct rank: Patrol, Corporal or Sergeant

Using current FY2025 annual wage + clothing allowance / 2080 = base placement hourly wage

- Anyone at a 3rd or 2nd class officer was moved to Patrol Officer Step 2
- Anyone who holds the Corporal rank and was at a step 1 in FY2025, was moved to a step 2 in the placement file
- Anyone who was a 1st Class officer who meets the base criteria for Corporal was moved to a Corporal step 1.
 - These individuals will still have to submit a packet and test to be eligible for this movement at the start of FY2026. This placement is for a tentative cost and does not waive the threshold based Corporal Process.
- Anyone who had a \$0.00 raise was moved up one step from their placement.
- Increases ranged from: \$45.13 to \$7,566.97

Step
Placement
Based Off
Part 1

Initial : \$231,677.52

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Placement Part 2: Assignment Placement

Anyone who was assigned to Detectives: General Investigations, Street Crimes, or Narcotics was moved to the Detective or Detective Sgt. Grade.

We added 2 new divisions of pay based on rank

- Detective – which is paid 3.70% higher than a Corporals pay
- Detective Sergeant – which is paid 3.70% higher than a Sergeant's pay
 - The 3.70% is partially special assignment pay and partially to make up for the difference in clothing allowance
 - this breakdown only exists in the explanation and will not show in the chart
 - 3.00% applied was for special assignment of Detective
 - 0.70% was applied to the clothing allowance difference
 - \$565 = \$0.28 to base wage of a Patrol step 1 after placement
 - \$1,053 - \$565 = \$488, which is roughly 0.70%

When a member leaves the Detective division they will return to the base rank, on their CURRENT step. The special assignment % does not carry over when they leave the division

Special Assignment Placement Cost Range: \$2,706.36 - \$3,219.62

Assignment : \$ 57,771.96

Step
Placement
Based Off
Part 1

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Placement Part 3: Bachelors Degree Placement

- Anyone who held a Bachelor's degree was moved into the correct grade to address the Bachelors degree hourly amount applied to base

BA/BS Degree : \$ 72,531.52

Step
Placement
Based Off
Part 1

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Placement Final Estimate with Tax Implications



FY25 File: \$7,742,114.98

Base File: \$8,148,740.29

Cost of Placement: \$406,625.31

1.50% Table : \$8,267,904.31

Cost of Table Adj: \$119,164.02

SWORN Total Cost: \$ 525,789.33

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Questions We Know You Have

- 1) Why are members in the Detective Division now a separate pay grade?
- 2) Why are you adding clothing to base wage?
- 3) Why does it matter if add pays are lump sum or per pay period?
- 4) Why are you removing language from the CBA, specifically benefits language?



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1) Why are members in the Detective Division now a separate pay grade?

- **Specialized Skills and Training:** Detectives often require more specialized training, such as advanced investigative techniques, forensic knowledge, and legal expertise. This expertise is critical in solving complex cases and ensuring justice.
- **Increased Responsibility:** Detectives typically handle more complex and high-profile investigations, which can involve significant time, effort, and mental strain.
- **Workload and Stress:** The nature of investigative work can lead to long hours, irregular schedules, and high levels of stress, especially when dealing with serious crimes.
- **Retention and Motivation:** Offering higher pay to detectives can incentivize officers to pursue detective roles, ensuring the department attracts skilled individuals and retains experienced personnel, which ultimately enhances the department's effectiveness.

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2) Why are you adding clothing to base wage?

- Our current clothing allowance is not really a clothing allowance as employees are not buying their uniforms, they are being issued.
- By moving the amount into base, it increases the overall value of the benefit as the adjusted hourly rate affects overtime, which a flat lump sum does not.

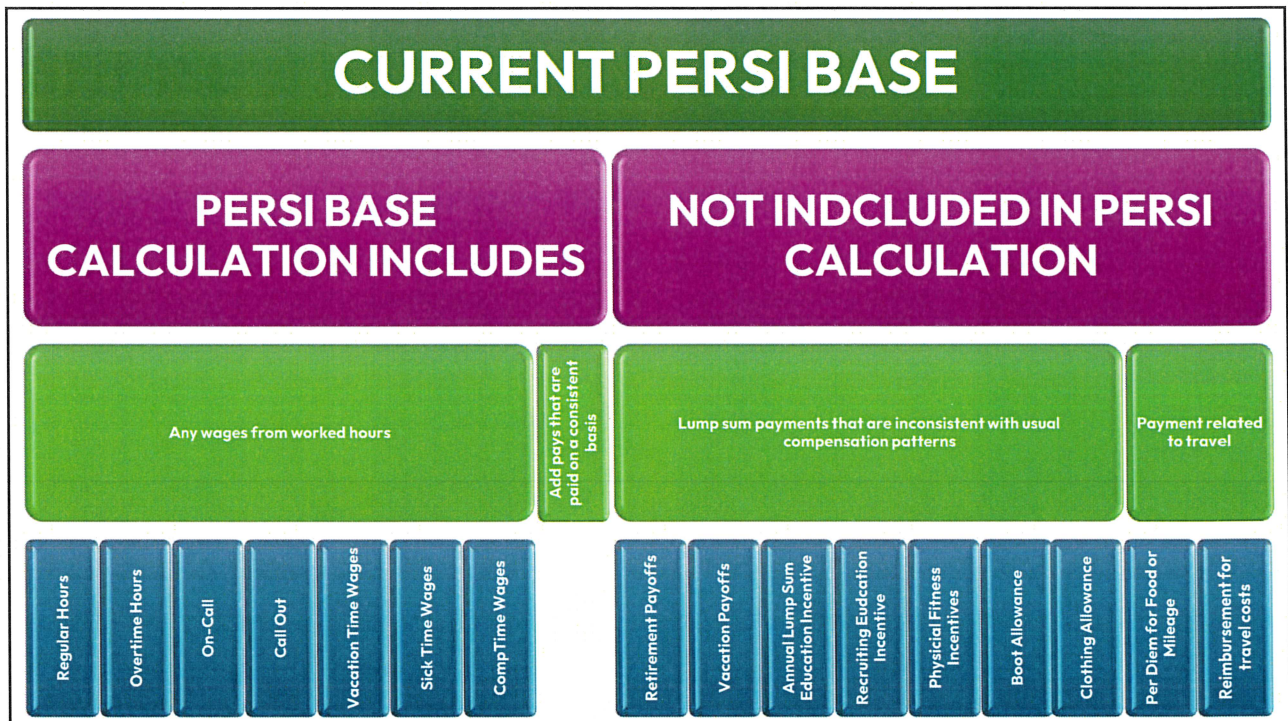
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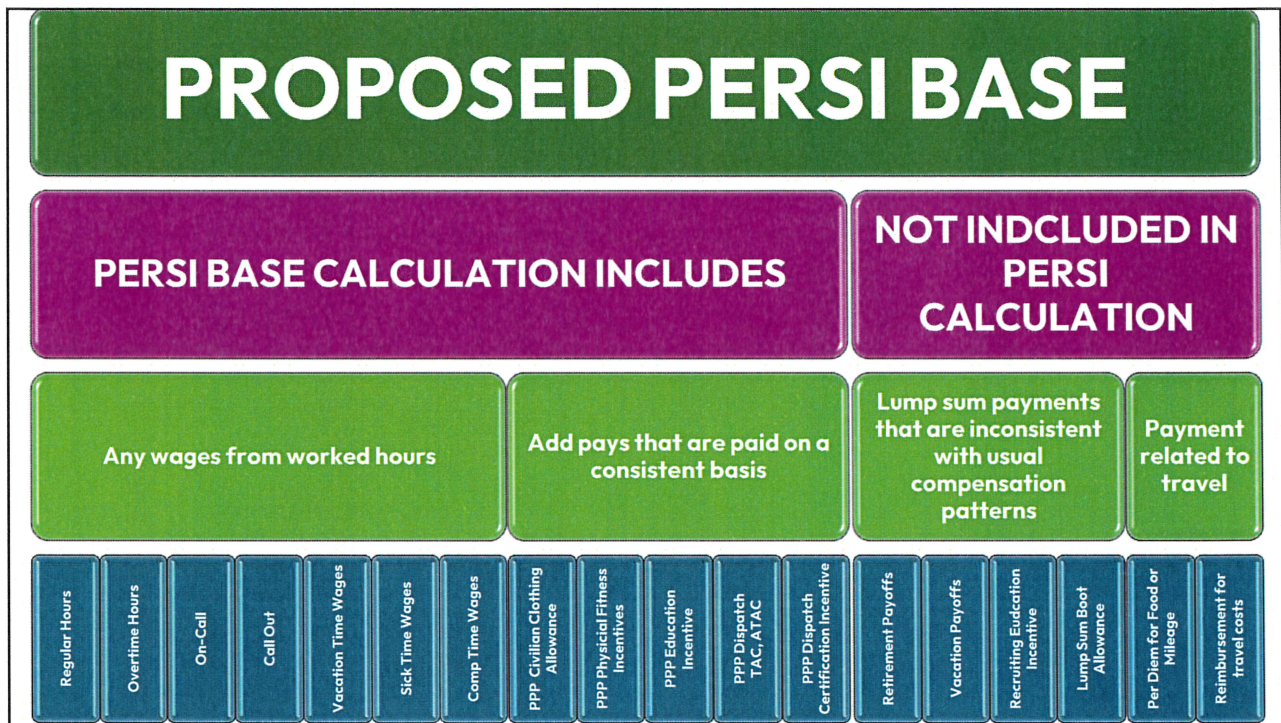
3) Why does it matter if add pays are lump sum or per pay period?

Employee Considerations	City Considerations
Increased Predictability: Employees will receive a stable and consistent paycheck, making it easier to budget and plan their finances.	Increased efficiency in payroll processing for calculations
Potential for Higher Earnings (Overtime): With a higher base salary, employees will earn more for overtime hours, as overtime pay is typically calculated based on the base salary.	Ease of budgeting
Simplified Compensation Structure: Consolidating the clothing allowance into base pay simplifies the payroll process, reducing the number of separate pay items to track and administer.	Reduced payroll workload as tax forms changes are expected to decrease
Loss of Specific Allowance Purpose: Some employees may value the original purpose of allowance and feel that rolling it into base pay diminishes its value or intent.	Benefits tied to base salary, such as retirement contributions or insurance premiums, may also increase, raising the City's overall compensation costs.
Improved PERSI Rate: Having clothing paid per pay period makes it a consistent payment, this will increase the average monthly wage for PERSI, driving up the value of the benefit	
Equity and Transparency: A clear and straightforward pay structure can reduce confusion and perceptions of inequality, as employees will know exactly how their total compensation is calculated.	

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4) Why are you removing language from the CBA, specifically benefits language?

- To continue our efforts of increasing pay we need to have flexibility with our benefits and overall plan designs. We are limited in adjustments we can make that are equitable if different employee groups on the same plan have different rules.

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Party	Proposal Number	Summary of Proposal	Date Proposed	Counter Party	Counter Date	Summary of Counter	TA Date	TA Number
City	1	adopt MOUs	3/20/2025				3/20/2025	3
City	2	FLSA/DOL K9 language	3/20/2025				3/20/2025	4
City	3	Union Fees and FOP Defense Fund	3/20/2025				3/20/2025	5
City	4	Union List	3/20/2025				3/20/2025	6
City	5	Non-Sworn to Civilian, all members non exempt, blended rate expl.	3/20/2025				3/20/2025	7
City	6	Controlling documents	3/20/2025				3/20/2025	8
City	7	Eliminate enhanced EAP	3/20/2025					
City	8	mandatory SS replacement at 6%	3/20/2025					
City	9	Probationary Periods	3/20/2025					
City	16	Combined Offer - Comp and Add Pays	4/1/2025					
Union	1	Pay Proposal	3/20/2025					
Union	2	FTO comp to hourly and increased to \$9 per hour rather than \$40 per day	3/20/2025					
Union	3	On Call Sgt	3/20/2025	City	3/20/2025	On Call Det. Sgt	3/20/2025	1
Union	4	clothing allowance for street, narcs, vit.wit coord.	3/20/2025					
Union	5	Shift Diff increase by \$0.10	3/20/2025					
Union	6	step movement	3/20/2025					
Union	7	step up on day 1 not day 3	3/20/2025					
Union	8	vacation accrual increase	3/20/2025					
Union	9	TAC / ATAC	3/20/2025	City	3/20/2025	moved from monthly to per pay check and changed amounts	3/20/2025	2

	Patrol Step %	103.50%	103.50%	103.00%	103.00%	102.00%	102.00%	101.50%	101.50%	101.00%	101.00%	101.00%
	Corporal + Step	103.25%	103.25%	103.00%	103.00%	102.75%	102.75%	102.50%	102.50%	102.00%	102.00%	101.50%
Chart Base 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Patrol Officer	\$ 28.28	\$ 29.27	\$30.29	\$31.20	\$32.14	\$32.78	\$33.44	\$33.94	\$34.45	\$34.79	\$35.14	\$35.49
Corporal	\$ 32.66	\$ 33.72	\$34.82	\$35.87	\$36.94	\$37.96	\$39.00	\$39.98	\$40.98	\$41.80	\$42.63	\$43.27
Sergeant	\$ 37.73	\$ 38.95	\$40.22	\$41.42	\$42.67	\$43.84	\$45.05	\$46.17	\$47.33	\$48.27	\$49.24	\$49.98

	Patrol Step %	103.50%	103.50%	103.00%	103.00%	102.00%	102.00%	101.50%	101.50%	101.00%	101.00%	101.00%
	Corporal + Step	103.25%	103.25%	103.00%	103.00%	102.75%	102.75%	102.50%	102.50%	102.00%	102.00%	101.50%
Chart Base 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Clothing added to Grade 1, Step 1 = \$0.28												
Patrol Officer	\$ 28.56	\$ 29.56	\$30.59	\$31.51	\$32.46	\$33.11	\$33.77	\$34.28	\$34.79	\$35.14	\$35.49	\$35.84
Corporal	\$ 32.99	\$ 34.06	\$35.17	\$36.22	\$37.31	\$38.33	\$39.39	\$40.37	\$41.38	\$42.21	\$43.05	\$43.70
Sergeant	\$ 38.10	\$ 39.34	\$40.62	\$41.83	\$43.09	\$44.28	\$45.49	\$46.63	\$47.80	\$48.75	\$49.73	\$50.47

			Patrol Step %s		103.50%	103.50%	103.00%	103.00%	102.00%	102.00%	101.50%	101.50%	101.00%	101.00%	101.00%
			Corporal + Step %s		103.25%	103.25%	103.00%	103.00%	102.75%	102.75%	102.50%	102.50%	102.00%	102.00%	101.50%
Chart Base 2 - Assignment	Item Detail	%	\$	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Patrol Officer	Clothing Applied	\$ 0.28	\$ 582.40	\$ 28.56	\$ 29.56	\$30.59	\$31.51	\$32.46	\$33.11	\$33.77	\$34.28	\$34.79	\$35.14	\$35.49	\$35.84
Corporal	% above Patrol	15.50%	\$ 4.43	\$ 32.99	\$ 34.06	\$35.17	\$36.22	\$37.31	\$38.33	\$39.39	\$40.37	\$41.38	\$42.21	\$43.05	\$43.70
Detective (invest, street, narcs)	% Det Spec. above Rank	3.70%	\$ 1.22	\$ 34.21	\$ 35.32	\$36.47	\$37.56	\$38.69	\$39.75	\$40.84	\$41.87	\$42.91	\$43.77	\$44.65	\$45.32
Sergeant	% above Corporal	15.50%	\$ 5.11	\$ 38.10	\$ 39.34	\$40.62	\$41.83	\$43.09	\$44.28	\$45.49	\$46.63	\$47.80	\$48.75	\$49.73	\$50.47
Detective Sergeant	% Det Spec. above Rank	3.70%	\$ 1.41	\$ 39.51	\$ 40.79	\$42.12	\$43.38	\$44.68	\$45.91	\$47.18	\$48.36	\$49.56	\$50.56	\$51.57	\$52.34

			Patrol Step %s		103.50%	103.50%	103.00%	103.00%	102.00%	102.00%	101.50%	101.50%	101.00%	101.00%	101.00%
			Coproral + Step %s		103.25%	103.25%	103.00%	103.00%	102.75%	102.75%	102.50%	102.50%	102.00%	102.00%	101.50%
Chart Base 3 Bachelors Degree built into base wage \$1.25 applied at step 1	Item Detail	%	\$	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Patrol Officer	Clothing Applied	\$ 0.28	\$ 582.40	\$ 28.56	\$ 29.56	\$30.59	\$31.51	\$32.46	\$33.11	\$33.77	\$34.28	\$34.79	\$35.14	\$35.49	\$35.84
Patrol Officer w/degree	Degree Value Applied	\$ 1.25	\$2,600.00	\$ 29.81	\$ 30.85	\$31.93	\$32.89	\$33.88	\$34.56	\$35.25	\$35.78	\$36.31	\$36.68	\$37.04	\$37.41
Corporal	% above Patrol	15.50%	\$ 4.43	\$ 32.99	\$ 34.06	\$35.17	\$36.22	\$37.31	\$38.33	\$39.39	\$40.37	\$41.38	\$42.21	\$43.05	\$43.70
Corporal w/degree	Degree Value Applied	\$ 1.25	\$2,600.00	\$ 34.24	\$ 35.35	\$36.50	\$37.59	\$38.72	\$39.79	\$40.88	\$41.90	\$42.95	\$43.81	\$44.68	\$45.36
Detective (invest, street , narcs)	% Det Spec. above Rank	3.70%	\$ 1.22	\$ 34.21	\$ 35.32	\$36.47	\$37.56	\$38.69	\$39.75	\$40.84	\$41.87	\$42.91	\$43.77	\$44.65	\$45.32
Detective w/degree	Degree Value Applied	\$ 1.25	\$2,600.00	\$ 35.46	\$ 36.61	\$37.80	\$38.93	\$40.10	\$41.20	\$42.34	\$43.40	\$44.48	\$45.37	\$46.28	\$46.97
Sergeant	% above Corporal	15.50%	\$ 5.11	\$ 38.10	\$ 39.34	\$40.62	\$41.83	\$43.09	\$44.28	\$45.49	\$46.63	\$47.80	\$48.75	\$49.73	\$50.47
Sergeant w/degree	Degree Value Applied	\$ 1.25	\$2,600.00	\$ 39.35	\$ 40.63	\$41.95	\$43.21	\$44.50	\$45.73	\$46.99	\$48.16	\$49.36	\$50.35	\$51.36	\$52.13
Detective Sergeant	% Det Spec. above Rank	3.70%	\$ 1.41	\$ 39.51	\$ 40.79	\$42.12	\$43.38	\$44.68	\$45.91	\$47.18	\$48.36	\$49.56	\$50.56	\$51.57	\$52.34
Detective Sergeant w/degree	Degree Value Applied	\$ 1.25	\$2,600.00	\$ 40.76	\$ 42.08	\$43.45	\$44.76	\$46.10	\$47.37	\$48.67	\$49.89	\$51.13	\$52.15	\$53.20	\$54.00

Demonstrated Value of Degree \$1.25 Added to Step 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Patrol Officer	\$ 28.56	\$ 29.56	\$ 30.59	\$ 31.51	\$ 32.46	\$ 33.11	\$ 33.77	\$ 34.28	\$ 34.79	\$ 35.14	\$ 35.49	\$ 35.84
Patrol Officer w/degree	\$ 29.81	\$ 30.85	\$ 31.93	\$ 32.89	\$ 33.88	\$ 34.56	\$ 35.25	\$ 35.78	\$ 36.31	\$ 36.68	\$ 37.04	\$ 37.41
	\$ 1.25	\$ 1.29	\$ 1.34	\$ 1.38	\$ 1.42	\$ 1.45	\$ 1.48	\$ 1.50	\$ 1.52	\$ 1.54	\$ 1.55	\$ 1.57
Corporal	\$ 32.99	\$ 34.06	\$ 35.17	\$ 36.22	\$ 37.31	\$ 38.33	\$ 39.39	\$ 40.37	\$ 41.38	\$ 42.21	\$ 43.05	\$ 43.70
Corporal w/degree	\$ 34.24	\$ 35.35	\$ 36.50	\$ 37.59	\$ 38.72	\$ 39.79	\$ 40.88	\$ 41.90	\$ 42.95	\$ 43.81	\$ 44.68	\$ 45.36
	\$ 1.25	\$ 1.29	\$ 1.33	\$ 1.37	\$ 1.41	\$ 1.45	\$ 1.49	\$ 1.53	\$ 1.57	\$ 1.60	\$ 1.63	\$ 1.66
Detective (invest, street , narcs)	\$ 34.21	\$ 35.32	\$ 36.47	\$ 37.56	\$ 38.69	\$ 39.75	\$ 40.84	\$ 41.87	\$ 42.91	\$ 43.77	\$ 44.65	\$ 45.32
Detective w/degree	\$ 35.46	\$ 36.61	\$ 37.80	\$ 38.93	\$ 40.10	\$ 41.20	\$ 42.34	\$ 43.40	\$ 44.48	\$ 45.37	\$ 46.28	\$ 46.97
	\$ 1.25	\$ 1.29	\$ 1.33	\$ 1.37	\$ 1.41	\$ 1.45	\$ 1.49	\$ 1.53	\$ 1.57	\$ 1.60	\$ 1.63	\$ 1.66
Sergeant	\$ 38.10	\$ 39.34	\$ 40.62	\$ 41.83	\$ 43.09	\$ 44.28	\$ 45.49	\$ 46.63	\$ 47.80	\$ 48.75	\$ 49.73	\$ 50.47
Sergeant w/degree	\$ 39.35	\$ 40.63	\$ 41.95	\$ 43.21	\$ 44.50	\$ 45.73	\$ 46.99	\$ 48.16	\$ 49.36	\$ 50.35	\$ 51.36	\$ 52.13
	\$ 1.25	\$ 1.29	\$ 1.33	\$ 1.37	\$ 1.41	\$ 1.45	\$ 1.49	\$ 1.53	\$ 1.57	\$ 1.60	\$ 1.63	\$ 1.66
Detective Sergeant	\$ 39.51	\$ 40.79	\$ 42.12	\$ 43.38	\$ 44.68	\$ 45.91	\$ 47.18	\$ 48.36	\$ 49.56	\$ 50.56	\$ 51.57	\$ 52.34
Detective Sergeant w/degree	\$ 40.76	\$ 42.08	\$ 43.45	\$ 44.76	\$ 46.10	\$ 47.37	\$ 48.67	\$ 49.89	\$ 51.13	\$ 52.15	\$ 53.20	\$ 54.00
	\$ 1.25	\$ 1.29	\$ 1.33	\$ 1.37	\$ 1.41	\$ 1.45	\$ 1.49	\$ 1.53	\$ 1.57	\$ 1.60	\$ 1.63	\$ 1.66

			Patrol Step %s		103.50%	103.50%	103.00%	103.00%	102.00%	102.00%	101.50%	101.50%	101.00%	101.00%	101.00%	
			Coproral + Step %s		103.25%	103.25%	103.00%	103.00%	102.75%	102.75%	102.50%	102.50%	102.00%	102.00%	101.50%	
Full Chart with Shifts and Training Pay	Item Detail	%	\$	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Width
Grades																
Patrol Officer	Clothing Applied	\$ 0.28	\$ 582.40	\$ 28.56	\$ 29.56	\$30.59	\$31.51	\$32.46	\$33.11	\$33.77	\$34.28	\$34.79	\$35.14	\$35.49	\$35.84	25.50%
Patrol Officer w/degree	Degree Value Applied	\$ 1.25	\$2,600.00	\$ 29.81	\$ 30.85	\$31.93	\$32.89	\$33.88	\$34.56	\$35.25	\$35.78	\$36.31	\$36.68	\$37.04	\$37.41	25.50%
Patrol Officer 1 Trainer	Trainer Value Applied	11.56%	\$ 4.00			\$34.59	\$ 35.51	\$ 36.46	\$ 37.11	\$ 37.77	\$ 38.28	\$ 38.79	\$ 39.14	\$ 39.49	\$ 39.84	
Patrol Officer 1 Trainer w/degree		11.13%	\$ 4.00			\$35.93	\$ 36.89	\$ 37.88	\$ 38.56	\$ 39.25	\$ 39.78	\$ 40.31	\$ 40.68	\$ 41.04	\$ 41.41	
Patrol shift 2	Swing Shift	2.50%	\$ 0.71	\$ 29.27	\$ 30.30	\$31.36	\$32.30	\$33.27	\$33.93	\$34.61	\$35.13	\$35.66	\$36.02	\$36.38	\$36.74	25.50%
Patrol 2 w/degree				\$ 30.52	\$ 31.59	\$32.70	\$33.68	\$34.69	\$35.38	\$36.09	\$36.63	\$37.18	\$37.55	\$37.93	\$38.31	25.50%
Patrol Officer 2 Trainer		11.31%	\$ 4.00			\$35.36	\$ 36.30	\$ 37.27	\$ 37.93	\$ 38.61	\$ 39.13	\$ 39.66	\$ 40.02	\$ 40.38	\$ 40.74	
Patrol Officer 2 Trainer w/degree		10.90%	\$ 4.00			\$36.70	\$ 37.68	\$ 38.69	\$ 39.38	\$ 40.09	\$ 40.63	\$ 41.18	\$ 41.55	\$ 41.93	\$ 42.31	
Patrol shift 3	Night Shift	5.00%	\$ 1.43	\$ 29.99	\$ 31.04	\$32.12	\$33.09	\$34.08	\$34.76	\$35.46	\$35.99	\$36.53	\$36.89	\$37.26	\$37.64	25.50%
Patrol 3 w/degree				\$ 31.24	\$ 32.33	\$33.46	\$34.47	\$35.50	\$36.21	\$36.94	\$37.49	\$38.05	\$38.43	\$38.82	\$39.20	25.50%
Patrol Officer 3 Trainer		11.07%	\$ 4.00			\$36.12	\$ 37.09	\$ 38.08	\$ 38.76	\$ 39.46	\$ 39.99	\$ 40.53	\$ 40.89	\$ 41.26	\$ 41.64	
Patrol Officer 3 Trainer w/degree		10.68%	\$ 4.00			\$37.46	\$ 38.47	\$ 39.50	\$ 40.21	\$ 40.94	\$ 41.49	\$ 42.05	\$ 42.43	\$ 42.82	\$ 43.20	
Corporal	% above Patrol	15.50%	\$ 4.43	\$ 32.99	\$ 34.06	\$35.17	\$36.22	\$37.31	\$38.33	\$39.39	\$40.37	\$41.38	\$42.21	\$43.05	\$43.70	32.47%
Corporal w/degree				\$ 34.24	\$ 35.35	\$36.50	\$37.59	\$38.72	\$39.79	\$40.88	\$41.90	\$42.95	\$43.81	\$44.68	\$45.36	32.47%
Corporal Trainer		10.81%	\$ 4.00	\$ 36.99	\$ 38.06	\$ 39.17	\$ 40.22	\$ 41.31	\$ 42.33	\$ 43.39	\$ 44.37	\$ 45.38	\$ 46.21	\$ 47.05	\$ 47.70	28.96%
Corporal Trainer w/degree		10.46%	\$ 4.00	\$ 38.24	\$ 39.35	\$ 40.50	\$ 41.59	\$ 42.72	\$ 43.79	\$ 44.88	\$ 45.90	\$ 46.95	\$ 47.81	\$ 48.68	\$ 49.36	29.08%
Corporal 2	Swing Shift	2.50%	\$ 0.82	\$ 33.81	\$ 34.91	\$36.04	\$37.13	\$38.24	\$39.29	\$40.37	\$41.38	\$42.42	\$43.26	\$44.13	\$44.79	32.47%
Corporal 2 w/degree				\$ 35.06	\$ 36.20	\$37.38	\$38.50	\$39.65	\$40.74	\$41.86	\$42.91	\$43.98	\$44.86	\$45.76	\$46.45	32.47%
Corporal 2 Trainer		10.58%	\$ 4.00	\$ 37.81	\$ 38.91	\$ 40.04	\$ 41.13	\$ 42.24	\$ 43.29	\$ 44.37	\$ 45.38	\$ 46.42	\$ 47.26	\$ 48.13	\$ 48.79	29.04%
Corporal 2 Trainer w/degree		10.24%	\$ 4.00	\$ 39.06	\$ 40.20	\$ 41.38	\$ 42.50	\$ 43.65	\$ 44.74	\$ 45.86	\$ 46.91	\$ 47.98	\$ 48.86	\$ 49.76	\$ 50.45	29.15%
Corporal 3	Night Shift	5.00%	\$ 1.65	\$ 34.64	\$ 35.76	\$36.92	\$38.03	\$39.17	\$40.25	\$41.36	\$42.39	\$43.45	\$44.32	\$45.21	\$45.88	32.47%
Corporal 3 w/degree				\$ 35.89	\$ 37.05	\$38.26	\$39.40	\$40.59	\$41.70	\$42.85	\$43.92	\$45.02	\$45.92	\$46.84	\$47.54	32.47%
Corporal 3 Trainer		10.35%	\$ 4.00	\$ 38.64	\$ 39.76	\$ 40.92	\$ 42.03	\$ 43.17	\$ 44.25	\$ 45.36	\$ 46.39	\$ 47.45	\$ 48.32	\$ 49.21	\$ 49.88	29.11%
Corporal 3 Trainer w/degree		10.03%	\$ 4.00	\$ 39.89	\$ 41.05	\$ 42.26	\$ 43.40	\$ 44.59	\$ 45.70	\$ 46.85	\$ 47.92	\$ 49.02	\$ 49.92	\$ 50.84	\$ 51.54	29.22%
Detective (invest, street , narcs)	% Det Spec. above Rank	3.70%	\$ 1.22	\$ 34.21	\$ 35.32	\$36.47	\$37.56	\$38.69	\$39.75	\$40.84	\$41.87	\$42.91	\$43.77	\$44.65	\$45.32	32.47%
Detective w/degree				\$ 35.46	\$ 36.61	\$37.80	\$38.93	\$40.10	\$41.20	\$42.34	\$43.40	\$44.48	\$45.37	\$46.28	\$46.97	32.47%
Detective shift 2	Swing Shift	2.50%	\$ 0.86	\$ 35.06	\$ 36.20	\$37.38	\$38.50	\$39.65	\$40.75	\$41.87	\$42.91	\$43.99	\$44.87	\$45.76	\$46.45	32.47%
Detective 2 w/degree				\$ 36.31	\$ 37.49	\$38.71	\$39.87	\$41.07	\$42.20	\$43.36	\$44.44	\$45.55	\$46.46	\$47.39	\$48.10	32.47%
Detective shift 3	Night Shift	5.00%	\$ 1.71	\$ 35.92	\$ 37.09	\$38.29	\$39.44	\$40.62	\$41.74	\$42.89	\$43.96	\$45.06	\$45.96	\$46.88	\$47.58	32.47%
Detective 3 w/degree				\$ 37.17	\$ 38.38	\$39.62	\$40.81	\$42.04	\$43.19	\$44.38	\$45.49	\$46.63	\$47.56	\$48.51	\$49.24	32.47%
Sergeant	% above Corporal	15.50%	\$ 5.11	\$ 38.10	\$ 39.34	\$40.62	\$41.83	\$43.09	\$44.28	\$45.49	\$46.63	\$47.80	\$48.75	\$49.73	\$50.47	32.47%
Sergeant w/degree				\$ 39.35	\$ 40.63	\$41.95	\$43.21	\$44.50	\$45.73	\$46.99	\$48.16	\$49.36	\$50.35	\$51.36	\$52.13	32.47%
Sergeant shift 2	Swing Shift	2.50%	\$ 0.95	\$ 39.05	\$ 40.32	\$41.63	\$42.88	\$44.17	\$45.38	\$46.63	\$47.80	\$48.99	\$49.97	\$50.97	\$51.73	32.47%
Sergeant 2 w/degree				\$ 40.30	\$ 41.61	\$42.96	\$44.25	\$45.58	\$46.83	\$48.12	\$49.33	\$50.56	\$51.57	\$52.60	\$53.39	32.47%
Sergeant shift 3	Night Shift	5.00%	\$ 1.90	\$ 40.00	\$ 41.30	\$42.65	\$43.93	\$45.24	\$46.49	\$47.77	\$48.96	\$50.19	\$51.19	\$52.21	\$53.00	32.47%
Sergeant 3 w/degree				\$ 41.25	\$ 42.60	\$43.98	\$45.30	\$46.66	\$47.94	\$49.26	\$50.49	\$51.75	\$52.79	\$53.84	\$54.65	32.47%
Detective Sergeant	% Det Spec. above Rank	3.70%	\$ 1.41	\$ 39.51	\$ 40.79	\$42.12	\$43.38	\$44.68	\$45.91	\$47.18	\$48.36	\$49.56	\$50.56	\$51.57	\$52.34	32.47%
Detective Sergeant w/degree				\$ 40.76	\$ 42.08	\$43.45	\$44.76	\$46.10	\$47.37	\$48.67	\$49.89	\$51.13	\$52.15	\$53.20	\$54.00	32.47%
Detective Sergeant shift 2	Swing Shift	2.50%	\$ 0.99	\$ 40.50	\$ 41.81	\$43.17	\$44.47	\$45.80	\$47.06	\$48.36	\$49.56	\$50.80	\$51.82	\$52.86	\$53.65	32.47%
Detective Sergeant 2 w/degree				\$ 41.75	\$ 43.10	\$44.50	\$45.84	\$47.22	\$48.51	\$49.85	\$51.09	\$52.37	\$53.42	\$54.49	\$55.30	32.47%
Detective Sergeant shift 3	Night Shift	5.00%	\$ 1.98	\$ 41.48	\$ 42.83	\$44.23	\$45.55	\$46.92	\$48.21	\$49.53	\$50.77	\$52.04	\$53.08	\$54.14	\$54.96	32.47%
Detective Sergeant 3 w/degree				\$ 42.73	\$ 44.12	\$45.56	\$46.92	\$48.33	\$49.66	\$51.03	\$52.30	\$53.61	\$54.68	\$55.78	\$56.61	32.47%

		Patrol Step %s		Patrol		103.50%		%	103.50%		%	103.00%		%	103.00%		102.00%		102.00%		
		Coproral + Step %s		Corp, Det, Sgt		103.25%			103.25%			103.00%			103.00%		102.75%		102.75%		
Full start with compare to FY25	Item Detail	%	\$	Step 1	Step 1 Annual	Step 2	Step 2 Annual	% bet. 1 & 2	Step 3	Step 3 Annual	% bet. 2 & 3	Step 4	Step 4 Annual	% bet. 3 & 4	Step 5	Step 5 Annual	% bet. 4 & 5	Step 6	Step 6 Annual	% bet. 5 & 6	Step 7
FY25 Officer 3, 2, 1st				\$ 25.65	\$ 53,352.00	\$ 26.93	\$ 56,014.40		28.28	\$ 58,822.40		28.99	\$ 60,299.20		29.71	\$ 61,796.80		30.16	\$ 62,732.80		30.61
Pat Base Change	% TO TABLE FOR FY26			\$ 2.91	\$ 6,052.80	\$ 2.63	\$ 5,469.57		\$ 2.31	\$ 4,813.51		\$ 2.52	\$ 5,245.78		\$ 2.75	\$ 5,714.53		\$ 2.95	\$ 6,128.76		\$ 3.16
Patrol Officer	Clothing Applied	\$ 0.28	\$ 582.40	\$ 28.56	\$ 59,404.80	\$ 29.56	\$ 61,483.97	3.50%	\$30.59	\$63,635.91	3.50%	\$31.51	\$65,544.98	3.00%	\$32.46	\$67,511.33	3.00%	\$33.11	\$68,861.56	2.00%	\$33.77
Patrol Officer w/degree	Degree Value Applied	\$ 1.25	\$2,600.00	\$ 29.81	\$ 62,004.80	\$ 30.85	\$ 64,174.97	3.50%	\$31.93	\$66,421.09	3.50%	\$32.89	\$68,413.72	3.00%	\$33.88	\$70,466.14	3.00%	\$34.56	\$71,875.46	2.00%	\$35.25
Patrol Officer 1 Trainer	Trainer Value Applied	11.56%	\$ 4.00						\$34.59	\$71,955.91		\$ 35.51	\$73,864.98	2.65%	\$ 36.46	\$75,831.33	2.66%	\$ 37.11	\$77,181.56	1.78%	\$ 37.77
Patrol Officer 1 Trainer w/degree		11.13%	\$ 4.00						\$35.93	\$74,741.09		\$ 36.89	\$76,733.72	2.67%	\$ 37.88	\$78,786.14	2.67%	\$ 38.56	\$80,195.46	1.79%	\$ 39.25
Patrol shift 2	Swing Shift	2.50%	\$ 0.71	\$ 29.27	\$ 60,889.92	\$ 30.30	\$ 63,021.07	3.50%	\$31.36	\$65,226.80	3.50%	\$32.30	\$67,183.61	3.00%	\$33.27	\$69,199.12	3.00%	\$33.93	\$70,583.10	2.00%	\$34.61
Patrol 2 w/degree				\$ 30.52	\$ 63,489.92	\$ 31.59	\$ 65,712.07	3.50%	\$32.70	\$68,011.99	3.50%	\$33.68	\$70,052.35	3.00%	\$34.69	\$72,153.92	3.00%	\$35.38	\$73,597.00	2.00%	\$36.09
Patrol Officer 2 Trainer		11.31%	\$ 4.00						\$35.36	\$73,546.80		\$ 36.30	\$75,503.61	2.66%	\$ 37.27	\$77,519.12	2.67%	\$ 37.93	\$78,903.10	1.79%	\$ 38.61
Patrol Officer 2 Trainer w/degree		10.90%	\$ 4.00						\$36.70	\$76,331.99		\$ 37.68	\$78,372.35	2.67%	\$ 38.69	\$80,473.92	2.68%	\$ 39.38	\$81,917.00	1.79%	\$ 40.09
Patrol shift 3	Night Shift	5.00%	\$ 1.43	\$ 29.99	\$ 62,375.04	\$ 31.04	\$ 64,558.17	3.50%	\$32.12	\$66,817.70	3.50%	\$33.09	\$68,822.23	3.00%	\$34.08	\$70,886.90	3.00%	\$34.76	\$72,304.64	2.00%	\$35.46
Patrol 3 w/degree				\$ 31.24	\$ 64,975.04	\$ 32.33	\$ 67,249.17	3.50%	\$33.46	\$69,602.89	3.50%	\$34.47	\$71,690.97	3.00%	\$35.50	\$73,841.70	3.00%	\$36.21	\$75,318.54	2.00%	\$36.94
Patrol Officer 3 Trainer		11.07%	\$ 4.00						\$36.12	\$75,137.70		\$ 37.09	\$77,142.23	2.67%	\$ 38.08	\$79,206.90	2.68%	\$ 38.76	\$80,624.64	1.79%	\$ 39.46
Patrol Officer 3 Trainer w/degree		10.68%	\$ 4.00						\$37.46	\$77,922.89		\$ 38.47	\$80,010.97	2.68%	\$ 39.50	\$82,161.70	2.69%	\$ 40.21	\$83,638.54	1.80%	\$ 40.94
FY25 Corporal				\$ 32.62	\$ 67,849.60	\$ 33.44	\$ 69,555.20		\$34.27	\$ 71,281.60		\$34.79	\$ 72,363.20		\$35.31	\$ 73,444.80		\$35.84	\$ 74,547.20		\$36.38
Corp Base Change				\$ 0.37	\$ 762.94	\$ 0.62	\$ 1,287.25		\$ 0.90	\$ 1,863.23		\$ 1.43	\$ 2,975.98		\$ 2.00	\$ 4,154.55		\$ 2.49	\$ 5,186.13		\$ 3.01
Corporal	% above Patrol	15.50%	\$ 4.43	\$ 32.99	\$ 68,612.54	\$ 34.06	\$ 70,842.45	3.25%	\$35.17	\$73,144.83	3.25%	\$36.22	\$75,339.18	3.00%	\$37.31	\$77,599.35	3.00%	\$38.33	\$79,733.33	2.75%	\$39.39
Corporal w/degree				\$ 34.24	\$ 71,212.54	\$ 35.35	\$ 73,526.95	3.25%	\$36.50	\$75,916.58	3.25%	\$37.59	\$78,194.07	3.00%	\$38.72	\$80,539.90	3.00%	\$39.79	\$82,754.74	2.75%	\$40.88
Corporal Trainer		10.81%	\$ 4.00	\$ 36.99	\$ 76,932.54	\$ 38.06	\$ 79,162.45	2.90%	\$ 39.17	\$81,464.83	2.91%	\$ 40.22	\$83,659.18	2.69%	\$ 41.31	\$85,919.35	2.70%	\$ 42.33	\$88,053.33	2.48%	\$ 43.39
Corporal Trainer w/degree		10.46%	\$ 4.00	\$ 38.24	\$ 79,532.54	\$ 39.35	\$ 81,846.95	2.91%	\$ 40.50	\$84,236.58	2.92%	\$ 41.59	\$86,514.07	2.70%	\$ 42.72	\$88,859.90	2.71%	\$ 43.79	\$91,074.74	2.49%	\$ 44.88
Corporal 2	Swing Shift	2.50%	\$ 0.82	\$ 33.81	\$ 70,327.86	\$ 34.91	\$ 72,613.51	3.25%	\$36.04	\$74,973.45	3.25%	\$37.13	\$77,222.66	3.00%	\$38.24	\$79,539.34	3.00%	\$39.29	\$81,726.67	2.75%	\$40.37
Corporal 2 w/degree				\$ 35.06	\$ 72,927.86	\$ 36.20	\$ 75,298.01	3.25%	\$37.38	\$77,745.20	3.25%	\$38.50	\$80,077.55	3.00%	\$39.65	\$82,479.88	3.00%	\$40.74	\$84,748.08	2.75%	\$41.86
Corporal 2 Trainer		10.58%	\$ 4.00	\$ 37.81	\$ 78,647.86	\$ 38.91	\$ 80,933.51	2.91%	\$ 40.04	\$83,293.45	2.92%	\$ 41.13	\$85,542.66	2.70%	\$ 42.24	\$87,859.34	2.71%	\$ 43.29	\$90,046.67	2.49%	\$ 44.37
Corporal 2 Trainer w/degree		10.24%	\$ 4.00	\$ 39.06	\$ 81,247.86	\$ 40.20	\$ 83,618.01	2.92%	\$ 41.38	\$86,065.20	2.93%	\$ 42.50	\$88,397.55	2.71%	\$ 43.65	\$90,799.88	2.72%	\$ 44.74	\$93,068.08	2.50%	\$ 45.86
Corporal 3	Night Shift	5.00%	\$ 1.65	\$ 34.64	\$ 72,043.17	\$ 35.76	\$ 74,384.57	3.25%	\$36.92	\$76,802.07	3.25%	\$38.03	\$79,106.14	3.00%	\$39.17	\$81,479.32	3.00%	\$40.25	\$83,720.00	2.75%	\$41.36
Corporal 3 w/degree				\$ 35.89	\$ 74,643.17	\$ 37.05	\$ 77,069.07	3.25%	\$38.26	\$79,573.82	3.25%	\$39.40	\$81,961.03	3.00%	\$40.59	\$84,419.86	3.00%	\$41.70	\$86,741.41	2.75%	\$42.85
Corporal 3 Trainer		10.35%	\$ 4.00	\$ 38.64	\$ 80,363.17	\$ 39.76	\$ 82,704.57	2.91%	\$ 40.92	\$85,122.07	2.92%	\$ 42.03	\$87,426.14	2.71%	\$ 43.17	\$89,799.32	2.71%	\$ 44.25	\$92,040.00	2.50%	\$ 45.36
Corporal 3 Trainer w/degree		10.03%	\$ 4.00	\$ 39.89	\$ 82,963.17	\$ 41.05	\$ 85,389.07	2.92%	\$ 42.26	\$87,893.82	2.93%	\$ 43.40	\$90,281.03	2.72%	\$ 44.59	\$92,739.86	2.72%	\$ 45.70	\$95,061.41	2.50%	\$ 46.85
Det Base Change				\$ 1.22	\$ 2,538.66	\$ 1.29	\$ 2,621.17			\$2,706.36		\$0.00	\$ 2,787.55		\$ 1.41	\$ 2,871.18		\$ 1.45	\$ 2,950.13		\$ 1.49
Detective (invest, street , narcs)	% Det Spec. above Rank	3.70%	\$ 1.22	\$ 34.21	\$ 71,151.21	\$ 35.32	\$ 73,463.62	3.25%	\$36.47	\$75,851.19	3.25%	\$37.56	\$78,126.73	3.00%	\$38.69	\$80,470.53	3.00%	\$39.75	\$82,683.47	2.75%	\$40.84
Detective w/degree				\$ 35.46	\$ 73,751.21	\$ 36.61	\$ 76,148.12	3.25%	\$37.80	\$78,622.94	3.25%	\$38.93	\$80,981.62	3.00%	\$40.10	\$83,411.07	3.00%	\$41.20	\$85,704.88	2.75%	\$42.34
Detective shift 2	Swing Shift	2.50%	\$ 0.86	\$ 35.06	\$ 72,929.99	\$ 36.20	\$ 75,300.21	3.25%	\$37.38	\$77,747.47	3.25%	\$38.50	\$80,079.89	3.00%	\$39.65	\$82,482.29	3.00%	\$40.75	\$84,750.55	2.75%	\$41.87
Detective 2 w/degree				\$																	

			101.50%			101.50%			101.00%			101.00%			101.00%			
			102.50%			102.50%			102.00%		%	102.00%			101.50%			
Full Chart with compare to FY25	Step 7 Annual	% bet. 6 & 7	Step 8	Step 8 Annual	% bet. 7 & 8	Step 9	Step 9 Annual	% bet. 8 & 9	Step 10	Step 10 Annual	% bet. 9 & 10	Step 11	Step 11 Annual	% bet. 10 & 11	Step 12	Step 12 Annual	% bet. 11 & 12	Width
FY25 Officer 3, 2, 1st	\$ 63,668.80		31.07	\$ 64,625.60		31.53	\$ 65,582.40		32.01	\$ 66,580.80		32.49	\$ 67,579.20		32.97	\$ 68,577.60		
Pat Base Change	\$ 6,569.99		\$ 3.21	\$ 6,666.77		\$ 3.26	\$ 6,779.36		\$ 3.13	\$ 6,504.58		\$ 3.00	\$ 6,237.03		\$ 2.87	\$ 5,976.79		
Patrol Officer	\$70,238.79	2.00%	\$34.28	\$71,292.37	1.50%	\$34.79	\$72,361.76	1.50%	\$35.14	\$73,085.38	1.00%	\$35.49	\$73,816.23	1.00%	\$35.84	\$74,554.39	1.00%	25.50%
Patrol Officer w/degree	\$73,312.97	2.00%	\$35.78	\$74,412.66	1.50%	\$36.31	\$75,528.85	1.50%	\$36.68	\$76,284.14	1.00%	\$37.04	\$77,046.98	1.00%	\$37.41	\$77,817.45	1.00%	25.50%
Patrol Officer 1 Trainer	\$78,558.79	1.78%	\$ 38.28	\$79,612.37	1.34%	\$ 38.79	\$80,681.76	1.34%	\$ 39.14	\$81,405.38	0.90%	\$ 39.49	\$82,136.23	0.90%	\$ 39.84	\$82,874.39	0.90%	
Patrol Officer 1 Trainer w/degree	\$81,632.97	1.79%	\$ 39.78	\$82,732.66	1.35%	\$ 40.31	\$83,848.85	1.35%	\$ 40.68	\$84,604.14	0.90%	\$ 41.04	\$85,366.98	0.90%	\$ 41.41	\$86,137.45	0.90%	
Patrol shift 2	\$71,994.76	2.00%	\$35.13	\$73,074.68	1.50%	\$35.66	\$74,170.80	1.50%	\$36.02	\$74,912.51	1.00%	\$36.38	\$75,661.64	1.00%	\$36.74	\$76,418.25	1.00%	25.50%
Patrol 2 w/degree	\$75,068.94	2.00%	\$36.63	\$76,194.97	1.50%	\$37.18	\$77,337.90	1.50%	\$37.55	\$78,111.28	1.00%	\$37.93	\$78,892.39	1.00%	\$38.31	\$79,681.31	1.00%	25.50%
Patrol Officer 2 Trainer	\$80,314.76	1.79%	\$ 39.13	\$81,394.68	1.34%	\$ 39.66	\$82,490.80	1.35%	\$ 40.02	\$83,232.51	0.90%	\$ 40.38	\$83,981.64	0.90%	\$ 40.74	\$84,738.25	0.90%	
Patrol Officer 2 Trainer w/degree	\$83,388.94	1.80%	\$ 40.63	\$84,514.97	1.35%	\$ 41.18	\$85,657.90	1.35%	\$ 41.55	\$86,431.28	0.90%	\$ 41.93	\$87,212.39	0.90%	\$ 42.31	\$88,001.31	0.90%	
Patrol shift 3	\$73,750.73	2.00%	\$35.99	\$74,856.99	1.50%	\$36.53	\$75,979.85	1.50%	\$36.89	\$76,739.65	1.00%	\$37.26	\$77,507.04	1.00%	\$37.64	\$78,282.11	1.00%	25.50%
Patrol 3 w/degree	\$76,824.91	2.00%	\$37.49	\$77,977.28	1.50%	\$38.05	\$79,146.94	1.50%	\$38.43	\$79,938.41	1.00%	\$38.82	\$80,737.79	1.00%	\$39.20	\$81,545.17	1.00%	25.50%
Patrol Officer 3 Trainer	\$82,070.73	1.79%	\$ 39.99	\$83,176.99	1.35%	\$ 40.53	\$84,299.85	1.35%	\$ 40.89	\$85,059.65	0.90%	\$ 41.26	\$85,827.04	0.90%	\$ 41.64	\$86,602.11	0.90%	
Patrol Officer 3 Trainer w/degree	\$85,144.91	1.80%	\$ 41.49	\$86,297.28	1.35%	\$ 42.05	\$87,466.94	1.36%	\$ 42.43	\$88,258.41	0.90%	\$ 42.82	\$89,057.79	0.91%	\$ 43.20	\$89,865.17	0.91%	
FY25 Corporal	\$ 75,670.40		\$36.92	\$ 76,793.60		\$37.48	\$ 77,958.40		\$38.04	\$ 79,123.20								
Corp Base Change	\$ 6,255.60		\$ 3.45	\$ 7,180.55		\$ 3.90	\$ 8,115.10		\$ 4.17	\$ 8,671.77								
Corporal	\$81,926.00	2.75%	\$40.37	\$83,974.15	2.50%	\$41.38	\$86,073.50	2.50%	\$42.21	\$87,794.97	2.00%	\$43.05	\$89,550.87	2.00%	\$43.70	\$90,894.14	1.50%	32.47%
Corporal w/degree	\$85,030.50	2.75%	\$41.90	\$87,156.26	2.50%	\$42.95	\$89,335.17	2.50%	\$43.81	\$91,121.87	2.00%	\$44.68	\$92,944.31	2.00%	\$45.36	\$94,338.47	1.50%	32.47%
Corporal Trainer	\$90,246.00	2.49%	\$ 44.37	\$92,294.15	2.27%	\$ 45.38	\$94,393.50	2.27%	\$ 46.21	\$96,114.97	1.82%	\$ 47.05	\$97,870.87	1.83%	\$ 47.70	\$99,214.14	1.37%	28.96%
Corporal Trainer w/degree	\$93,350.50	2.50%	\$ 45.90	\$95,476.26	2.28%	\$ 46.95	\$97,655.17	2.28%	\$ 47.81	\$99,441.87	1.83%	\$ 48.68	\$101,264.31	1.83%	\$ 49.36	\$102,658.47	1.38%	29.08%
Corporal 2	\$83,974.15	2.75%	\$41.38	\$86,073.50	2.50%	\$42.42	\$88,225.34	2.50%	\$43.26	\$89,989.85	2.00%	\$44.13	\$91,789.65	2.00%	\$44.79	\$93,166.49	1.50%	32.47%
Corporal 2 w/degree	\$87,078.65	2.75%	\$42.91	\$89,255.62	2.50%	\$43.98	\$91,487.01	2.50%	\$44.86	\$93,316.75	2.00%	\$45.76	\$95,183.08	2.00%	\$46.45	\$96,610.83	1.50%	32.47%
Corporal 2 Trainer	\$92,294.15	2.50%	\$ 45.38	\$94,393.50	2.27%	\$ 46.42	\$96,545.34	2.28%	\$ 47.26	\$98,309.85	1.83%	\$ 48.13	\$100,109.65	1.83%	\$48.79	\$101,486.49	1.38%	29.04%
Corporal 2 Trainer w/degree	\$95,398.65	2.50%	\$ 46.91	\$97,575.62	2.28%	\$ 47.98	\$99,807.01	2.29%	\$ 48.86	\$101,636.75	1.83%	\$ 49.76	\$103,503.08	1.84%	\$50.45	\$104,930.83	1.38%	29.15%
Corporal 3	\$86,022.30	2.75%	\$42.39	\$88,172.86	2.50%	\$43.45	\$90,377.18	2.50%	\$44.32	\$92,184.72	2.00%	\$45.21	\$94,028.42	2.00%	\$45.88	\$95,438.84	1.50%	32.47%
Corporal 3 w/degree	\$89,126.80	2.75%	\$43.92	\$91,354.97	2.50%	\$45.02	\$93,638.84	2.50%	\$45.92	\$95,511.62	2.00%	\$46.84	\$97,421.85	2.00%	\$47.54	\$98,883.18	1.50%	32.47%
Corporal 3 Trainer	\$94,342.30	2.50%	\$ 46.39	\$96,492.86	2.28%	\$ 47.45	\$98,697.18	2.28%	\$ 48.32	\$100,504.72	1.83%	\$ 49.21	\$102,348.42	1.83%	\$ 49.88	\$103,758.84	1.38%	29.11%
Corporal 3 Trainer w/degree	\$97,446.80	2.51%	\$ 47.92	\$99,674.97	2.29%	\$ 49.02	\$101,958.84	2.29%	\$ 49.92	\$103,831.62	1.84%	\$ 50.84	\$105,741.85	1.84%	\$ 51.54	\$107,203.18	1.38%	29.22%
Det Base Change	\$ 3,031.26		\$ 1.53	\$ 3,107.04		\$ 1.57	\$ 3,184.72		\$ 1.60	\$ 3,248.41								
Detective (invest, street , narcs)	\$84,957.26	2.75%	\$41.87	\$87,081.19	2.50%	\$42.91	\$89,258.22	2.50%	\$43.77	\$91,043.39	2.00%	\$44.65	\$92,864.26	2.00%	\$45.32	\$94,257.22	1.50%	32.47%
Detective w/degree	\$88,061.76	2.75%	\$43.40	\$90,263.31	2.50%	\$44.48	\$92,519.89	2.50%	\$45.37	\$94,370.29	2.00%	\$46.28	\$96,257.69	2.00%	\$46.97	\$97,701.56	1.50%	32.47%
Detective shift 2	\$87,081.19	2.75%	\$42.91	\$89,258.22	2.50%	\$43.99	\$91,489.68	2.50%	\$44.87	\$93,319.47	2.00%	\$45.76	\$95,185.86	2.00%	\$46.45	\$96,613.65	1.50%	32.47%
Detective 2 w/degree	\$90,185.69	2.75%	\$44.44	\$92,440.34	2.50%	\$45.55	\$94,751.34	2.50%	\$46.46	\$96,646.37	2.00%	\$47.39	\$98,579.30	2.00%	\$48.10	\$100,057.99	1.50%	32.47%
Detective shift 3	\$89,205.13	2.75%	\$43.96	\$91,435.25	2.50%	\$45.06	\$93,721.14	2.50%	\$45.96	\$95,595.56	2.00%	\$46.88	\$97,507.47	2.00%	\$47.58	\$98,970.08	1.50%	32.47%
Detective 3 w/degree	\$92,309.62	2.75%	\$45.49	\$94,617.37	2.50%	\$46.63	\$96,982.80	2.50%	\$47.56	\$98,922.46	2.00%	\$48.51	\$100,900.90	2.00%	\$49.24	\$102,414.42	1.50%	32.47%
FY25 Sergeant	\$ 87,276.80		\$42.59	\$ 88,587.20		\$43.23	\$ 89,918.40		\$43.88	\$ 91,270.40						\$ -		
Serg Base Change	\$ 7,347.73		\$ 4.04	\$ 8,402.94		\$ 4.57	\$ 9,496.50		\$ 4.87	\$ 10,132.80		\$ 49.73	\$ 103,431.26		\$ 50.47	\$ 104,982.73		
Sergeant	\$94,624.53	2.75%	\$46.63	\$96,990.14	2.50%	\$47.80	\$99,414.90	2.50%	\$48.75	\$101,403.20	2.00%	\$49.73	\$103,431.26	2.00%	\$50.47	\$104,982.73	1.50%	32.47%
Sergeant w/degree	\$97,729.03	2.75%	\$48.16	\$100,172.26	2.50%	\$49.36	\$102,676.56	2.50%	\$50.35	\$104,730.09	2.00%	\$51.36	\$106,824.70	2.00%	\$52.13	\$108,427.07	1.50%	32.47%
Sergeant shift 2	\$96,990.14	2.75%	\$47.80	\$99,414.90	2.50%	\$48.99	\$101,900.27	2.50%	\$49.97	\$103,938.28	2.00%	\$50.97	\$106,017.04	2.00%	\$51.73	\$107,607.30	1.50%	32.47%
Sergeant 2 w/degree	\$100,094.64	2.75%	\$49.33	\$102,597.01	2.50%	\$50.56	\$105,161.93	2.50%	\$51.57	\$107,265.17	2.00%	\$52.60	\$109,410.48	2.00%	\$53.39	\$111,051.63	1.50%	32.47%
Sergeant shift 3	\$99,355.76	2.75%	\$48.96	\$101,839.65	2.50%	\$50.19	\$104,385.64	2.50%	\$51.19	\$106,473.36	2.00%	\$52.21	\$108,602.82	2.00%	\$53.00	\$110,231.86	1.50%	32.47%
Sergeant 3 w/degree	\$102,460.26	2.75%	\$50.49	\$105,021.76	2.50%	\$51.75	\$107,647.31	2.50%	\$52.79	\$109,800.25	2.00%	\$53.84	\$111,996.26	2.00%	\$54.65	\$113,676.20	1.50%	32.47%
Det Serg Base Change	\$ 3,501.11		\$ 1.53	\$ 3,588.64		\$ 1.57	\$ 3,678.35		\$ 1.60	\$ 3,751.92		\$ 1.63	\$ 3,826.96		\$ 1.66	\$ 3,884.36		
Detective Sergeant	\$98,125.64	2.75%	\$48.36	\$100,578.78	2.50%	\$49.56	\$103,093.25	2.50%	\$50.56	\$105,155.11	2.00%	\$51.57	\$107,258.22	2.00%	\$52.34	\$108,867.09	1.50%	32.47%
Detective Sergeant w/degree	\$101,230.14	2.75%	\$49.89	\$103,760.89	2.50%	\$51.13	\$106,354.91	2.50%	\$52.15	\$108,482.01	2.00%	\$53.20	\$110,651.65	2.00%	\$54.00	\$112,311.43	1.50%	32.47%
Detective Sergeant shift 2	\$100,578.78	2.75%	\$49.56	\$103,093.25	2.50%	\$50.80	\$105,670.58	2.50%	\$51.82	\$107,783.99	2.00%	\$52.86	\$109,939.67	2.00%	\$53.65	\$111,588.77	1.50%	32.47%
Detective Sergeant 2 w/degree	\$103,683.28	2.75%	\$51.09	\$106,275.36	2.50%	\$52.37	\$108,932.24	2.50%	\$53.42	\$111,110.89	2.00%	\$54.49	\$113,333.11	2.00%	\$55.30	\$115,033.10	1.50%	32.47%
Detective Sergeant shift 3	\$103,031.92	2.75%	\$50.77	\$105,607.72	2.50%	\$52.04	\$108,247.91	2.50%	\$53.08	\$110,412.87	2.00%	\$54.14	\$112,621.13	2.00%	\$54.96	\$114,310.44	1.50%	32.47%
Detective Sergeant 3 w/degree	\$106,136.42	2.75%	\$52.30	\$108,789.83	2.50%	\$53.61	\$111,509.58	2.50%	\$54.68	\$113,739.77	2.00%	\$55.78	\$116,014.56	2.00%	\$56.61	\$117,754.78	1.50%	32.47%

Full Chart for FY2026 with 1.50% applied to Base	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FY25 Officer 3, 2, 1st	\$ 25.65	\$ 26.93	28.28	28.99	29.71	30.16	30.61	31.07	31.53	32.01	32.49	32.97
Patrol Officer	\$ 28.98	\$ 30.00	\$31.05	\$31.98	\$32.94	\$33.60	\$34.27	\$34.78	\$35.31	\$35.66	\$36.02	\$36.38
Patrol Officer w/degree	\$ 30.23	\$ 31.29	\$32.39	\$33.36	\$34.36	\$35.05	\$35.75	\$36.28	\$36.83	\$37.20	\$37.57	\$37.94
Patrol Officer 1 Trainer			\$35.05	\$ 35.98	\$ 36.94	\$ 37.60	\$ 38.27	\$ 38.78	\$ 39.31	\$ 39.66	\$ 40.02	\$ 40.38
Patrol Officer 1 Trainer w/degree			\$36.39	\$ 37.36	\$ 38.36	\$ 39.05	\$ 39.75	\$ 40.28	\$ 40.83	\$ 41.20	\$ 41.57	\$ 41.94
Patrol shift 2	\$ 29.71	\$ 30.75	\$31.82	\$32.78	\$33.76	\$34.44	\$35.13	\$35.65	\$36.19	\$36.55	\$36.92	\$37.29
Patrol 2 w/degree	\$ 30.96	\$ 32.04	\$33.16	\$34.16	\$35.18	\$35.89	\$36.60	\$37.15	\$37.71	\$38.09	\$38.47	\$38.85
Patrol Officer 2 Trainer			\$35.82	\$ 36.78	\$ 37.76	\$ 38.44	\$ 39.13	\$ 39.65	\$ 40.19	\$ 40.55	\$ 40.92	\$ 41.29
Patrol Officer 2 Trainer w/degree			\$37.16	\$ 38.16	\$ 39.18	\$ 39.89	\$ 40.60	\$ 41.15	\$ 41.71	\$ 42.09	\$ 42.47	\$ 42.85
Patrol shift 3	\$ 30.43	\$ 31.50	\$32.60	\$33.58	\$34.59	\$35.28	\$35.98	\$36.52	\$37.07	\$37.44	\$37.82	\$38.19
Patrol 3 w/degree	\$ 31.68	\$ 32.79	\$33.94	\$34.96	\$36.01	\$36.73	\$37.46	\$38.02	\$38.59	\$38.98	\$39.37	\$39.76
Patrol Officer 3 Trainer			\$36.60	\$ 37.58	\$ 38.59	\$ 39.28	\$ 39.98	\$ 40.52	\$ 41.07	\$ 41.44	\$ 41.82	\$ 42.19
Patrol Officer 3 Trainer w/degree			\$37.94	\$ 38.96	\$ 40.01	\$ 40.73	\$ 41.46	\$ 42.02	\$ 42.59	\$ 42.98	\$ 43.37	\$ 43.76
FY25 Corporal	\$ 32.62	\$ 33.44	\$34.27	\$34.79	\$35.31	\$35.84	\$36.38	\$36.92	\$37.48	\$38.04		
Corporal	\$ 33.48	\$ 34.56	\$35.69	\$36.76	\$37.86	\$38.90	\$39.97	\$40.97	\$42.00	\$42.84	\$43.69	\$44.35
Corporal w/degree	\$ 34.73	\$ 35.86	\$37.02	\$38.13	\$39.28	\$40.36	\$41.47	\$42.50	\$43.56	\$44.44	\$45.32	\$46.00
Corporal Trainer	\$ 37.48	\$ 38.56	\$39.69	\$40.76	\$ 41.86	\$ 42.90	\$ 43.97	\$ 44.97	\$ 46.00	\$ 46.84	\$ 47.69	\$ 48.35
Corporal Trainer w/degree	\$ 38.73	\$ 39.86	\$ 41.02	\$ 42.13	\$ 43.28	\$ 44.36	\$ 45.47	\$ 46.50	\$ 47.56	\$ 48.44	\$ 49.32	\$ 50.00
Corporal 2	\$ 34.31	\$ 35.43	\$36.58	\$37.68	\$38.81	\$39.88	\$40.97	\$42.00	\$43.05	\$43.91	\$44.79	\$45.46
Corporal 2 w/degree	\$ 35.56	\$ 36.72	\$37.91	\$39.05	\$40.22	\$41.33	\$42.46	\$43.53	\$44.61	\$45.51	\$46.42	\$47.11
Corporal 2 Trainer	\$ 38.31	\$ 39.43	\$ 40.58	\$ 41.68	\$ 42.81	\$ 43.88	\$ 44.97	\$ 46.00	\$ 47.05	\$ 47.91	\$ 48.79	\$49.46
Corporal 2 Trainer w/degree	\$ 39.56	\$ 40.72	\$ 41.91	\$ 43.05	\$ 44.22	\$ 45.33	\$ 46.46	\$ 47.53	\$ 48.61	\$ 49.51	\$ 50.42	\$51.11
Corporal 3	\$ 35.15	\$ 36.29	\$37.47	\$38.60	\$39.75	\$40.85	\$41.97	\$43.02	\$44.10	\$44.98	\$45.88	\$46.57
Corporal 3 w/degree	\$ 36.40	\$ 37.58	\$38.81	\$39.97	\$41.17	\$42.30	\$43.46	\$44.55	\$45.66	\$46.58	\$47.51	\$48.22
Corporal 3 Trainer	\$ 39.15	\$ 40.29	\$ 41.47	\$ 42.60	\$ 43.75	\$ 44.85	\$ 45.97	\$ 47.02	\$ 48.10	\$ 48.98	\$ 49.88	\$ 50.57
Corporal 3 Trainer w/degree	\$ 40.40	\$ 41.58	\$ 42.81	\$ 43.97	\$ 45.17	\$ 46.30	\$ 47.46	\$ 48.55	\$ 49.66	\$ 50.58	\$ 51.51	\$ 52.22
Detective (invest, street, narcs)	\$ 34.72	\$ 35.84	\$37.01	\$38.12	\$39.26	\$40.34	\$41.45	\$42.49	\$43.55	\$44.42	\$45.31	\$45.99
Detective w/degree	\$ 35.97	\$ 37.13	\$38.34	\$39.49	\$40.68	\$41.79	\$42.94	\$44.02	\$45.12	\$46.02	\$46.94	\$47.64
Detective shift 2	\$ 35.58	\$ 36.74	\$37.93	\$39.07	\$40.24	\$41.35	\$42.49	\$43.55	\$44.64	\$45.53	\$46.44	\$47.14
Detective 2 w/degree	\$ 36.83	\$ 38.03	\$39.27	\$40.44	\$41.66	\$42.80	\$43.98	\$45.08	\$46.21	\$47.13	\$48.07	\$48.79
Detective shift 3	\$ 36.45	\$ 37.64	\$38.86	\$40.02	\$41.23	\$42.36	\$43.52	\$44.61	\$45.73	\$46.64	\$47.57	\$48.29
Detective 3 w/degree	\$ 37.70	\$ 38.93	\$40.19	\$41.40	\$42.64	\$43.81	\$45.02	\$46.14	\$47.30	\$48.24	\$49.21	\$49.94
FY25 Sergeant	\$ 37.63	\$ 38.57	\$39.53	\$40.13	\$40.73	\$41.34	\$41.96	\$42.59	\$43.23	\$43.88		
Sergeant	\$ 38.67	\$ 39.92	\$41.22	\$42.46	\$43.73	\$44.93	\$46.17	\$47.32	\$48.51	\$49.48	\$50.47	\$51.22
Sergeant w/degree	\$ 39.92	\$ 41.21	\$42.55	\$43.83	\$45.14	\$46.39	\$47.66	\$48.85	\$50.07	\$51.08	\$52.10	\$52.88
Sergeant shift 2	\$ 39.63	\$ 40.92	\$42.25	\$43.52	\$44.82	\$46.06	\$47.32	\$48.51	\$49.72	\$50.71	\$51.73	\$52.50
Sergeant 2 w/degree	\$ 40.88	\$ 42.21	\$43.58	\$44.89	\$46.24	\$47.51	\$48.82	\$50.04	\$51.29	\$52.31	\$53.36	\$54.16
Sergeant shift 3	\$ 40.60	\$ 41.92	\$43.28	\$44.58	\$45.92	\$47.18	\$48.48	\$49.69	\$50.93	\$51.95	\$52.99	\$53.78
Sergeant 3 w/degree	\$ 41.85	\$ 43.21	\$44.61	\$45.95	\$47.33	\$48.63	\$49.97	\$51.22	\$52.50	\$53.55	\$54.62	\$55.44
Detective Sergeant	\$ 40.10	\$ 41.40	\$42.74	\$44.03	\$45.35	\$46.60	\$47.88	\$49.07	\$50.30	\$51.31	\$52.33	\$53.12
Detective Sergeant w/degree	\$ 41.35	\$ 42.69	\$44.08	\$45.40	\$46.76	\$48.05	\$49.37	\$50.60	\$51.87	\$52.91	\$53.96	\$54.77
Detective Sergeant shift 2	\$ 41.10	\$ 42.43	\$43.81	\$45.13	\$46.48	\$47.76	\$49.07	\$50.30	\$51.56	\$52.59	\$53.64	\$54.45
Detective Sergeant 2 w/degree	\$ 42.35	\$ 43.73	\$45.15	\$46.50	\$47.90	\$49.21	\$50.57	\$51.83	\$53.13	\$54.19	\$55.27	\$56.10
Detective Sergeant shift 3	\$ 42.10	\$ 43.47	\$44.88	\$46.23	\$47.62	\$48.92	\$50.27	\$51.53	\$52.82	\$53.87	\$54.95	\$55.77
Detective Sergeant 3 w/degree	\$ 43.35	\$ 44.76	\$46.21	\$47.60	\$49.03	\$50.38	\$51.76	\$53.06	\$54.38	\$55.47	\$56.58	\$57.43

	Patrol Step 1	Patrol	103.50%		%	103.50%		%	103.00%		%	103.00%			102.00%			102.00%	
	Corporal + Step 1	Corp, Det, Sgt	103.25%			103.25%			103.00%			103.00%			102.75%			102.75%	
FY25 Chart for FY2026 with 1.50% applied to Base	Step 1	Step 1 Annual	Step 2	Step 2 Annual	% bet. 1 & 2	Step 3	Step 3 Annual	% bet. 2 & 3	Step 4	Step 4 Annual	% bet. 3 & 4	Step 5	Step 5 Annual	% bet. 4 & 5	Step 6	Step 6 Annual	% bet. 5 & 6	Step 7	Step 7 Annual
FY25 Officer 3, 2, 1st	\$ 25.65	\$ 53,352.00	\$ 26.93	\$ 56,014.40		28.28	\$ 58,822.40		28.99	\$ 60,299.20		29.71	\$ 61,796.80		30.16	\$ 62,732.80		30.61	\$ 63,668.80
Patrol Officer	\$ 28.98	\$ 60,287.14	\$ 30.00	\$ 62,397.19	3.50%	\$31.05	\$64,581.09	3.50%	\$31.98	\$66,518.52	3.00%	\$32.94	\$68,514.08	3.00%	\$33.60	\$69,884.36	2.00%	\$34.27	\$71,282.04
Patrol Officer w/degree	\$ 30.23	\$ 62,887.14	\$ 31.29	\$ 65,088.19	3.50%	\$32.39	\$67,366.27	3.50%	\$33.36	\$69,387.26	3.00%	\$34.36	\$71,468.88	3.00%	\$35.05	\$72,898.26	2.00%	\$35.75	\$74,356.22
Patrol Officer 1 Trainer						\$35.05	\$72,901.09		\$ 35.98	\$74,838.52	2.66%	\$ 36.94	\$76,834.08	2.67%	\$ 37.60	\$78,204.36	1.78%	\$ 38.27	\$79,602.04
Patrol Officer 1 Trainer w/degree						\$36.39	\$75,686.27		\$ 37.36	\$77,707.26	2.67%	\$ 38.36	\$79,788.88	2.68%	\$ 39.05	\$81,218.26	1.79%	\$ 39.75	\$82,676.22
Patrol shift 2	\$ 29.71	\$ 61,794.31	\$ 30.75	\$ 63,957.12	3.50%	\$31.82	\$66,195.61	3.50%	\$32.78	\$68,181.48	3.00%	\$33.76	\$70,226.93	3.00%	\$34.44	\$71,631.47	2.00%	\$35.13	\$73,064.10
Patrol 2 w/degree	\$ 30.96	\$ 64,394.31	\$ 32.04	\$ 66,648.12	3.50%	\$33.16	\$68,980.80	3.50%	\$34.16	\$71,050.22	3.00%	\$35.18	\$73,181.73	3.00%	\$35.89	\$74,645.36	2.00%	\$36.60	\$76,138.27
Patrol Officer 2 Trainer						\$35.82	\$74,515.61		\$ 36.78	\$76,501.48	2.67%	\$ 37.76	\$78,546.93	2.67%	\$ 38.44	\$79,951.47	1.79%	\$ 39.13	\$81,384.10
Patrol Officer 2 Trainer w/degree						\$37.16	\$77,300.80		\$ 38.16	\$79,370.22	2.68%	\$ 39.18	\$81,501.73	2.69%	\$ 39.89	\$82,965.36	1.80%	\$ 40.60	\$84,458.27
Patrol shift 3	\$ 30.43	\$ 63,301.49	\$ 31.50	\$ 65,517.05	3.50%	\$32.60	\$67,810.14	3.50%	\$33.58	\$69,844.45	3.00%	\$34.59	\$71,939.78	3.00%	\$35.28	\$73,378.57	2.00%	\$35.98	\$74,846.15
Patrol 3 w/degree	\$ 31.68	\$ 65,901.49	\$ 32.79	\$ 68,208.05	3.50%	\$33.94	\$70,595.33	3.50%	\$34.96	\$72,713.19	3.00%	\$36.01	\$74,894.58	3.00%	\$36.73	\$76,392.47	2.00%	\$37.46	\$77,920.32
Patrol Officer 3 Trainer						\$36.60	\$76,130.14		\$ 37.58	\$78,164.45	2.67%	\$ 38.59	\$80,259.78	2.68%	\$ 39.28	\$81,698.57	1.79%	\$ 39.98	\$83,166.15
Patrol Officer 3 Trainer w/degree						\$37.94	\$78,915.33		\$ 38.96	\$81,033.19	2.68%	\$ 40.01	\$83,214.58	2.69%	\$ 40.73	\$84,712.47	1.80%	\$ 41.46	\$86,240.32
FY25 Corporal	\$ 32.62	\$ 67,849.60	\$ 33.44	\$ 69,555.20		\$34.27	\$ 71,281.60		\$34.79	\$ 72,363.20		\$35.31	\$ 73,444.80		\$35.84	\$ 74,547.20		\$36.38	\$ 75,670.40
Corporal	\$ 33.48	\$ 69,631.64	\$ 34.56	\$ 71,894.67	3.25%	\$35.69	\$74,231.25	3.25%	\$36.76	\$76,458.18	3.00%	\$37.86	\$78,751.93	3.00%	\$38.90	\$80,917.61	2.75%	\$39.97	\$83,142.84
Corporal w/degree	\$ 34.73	\$ 72,231.64	\$ 35.86	\$ 74,579.17	3.25%	\$37.02	\$77,002.99	3.25%	\$38.13	\$79,313.08	3.00%	\$39.28	\$81,692.48	3.00%	\$40.36	\$83,939.02	2.75%	\$41.47	\$86,247.34
Corporal Trainer	\$ 37.48	\$ 77,951.64	\$ 38.56	\$ 80,214.67	2.90%	\$ 39.69	\$82,551.25	2.91%	\$ 40.76	\$84,778.18	2.70%	\$ 41.86	\$87,071.93	2.71%	\$ 42.90	\$89,237.61	2.49%	\$ 43.97	\$91,462.84
Corporal Trainer w/degree	\$ 38.73	\$ 80,551.64	\$ 39.86	\$ 82,899.17	2.91%	\$ 41.02	\$85,322.99	2.92%	\$ 42.13	\$87,633.08	2.71%	\$ 43.28	\$90,012.48	2.72%	\$ 44.36	\$92,259.02	2.50%	\$ 45.47	\$94,567.34
Corporal 2	\$ 34.31	\$ 71,372.43	\$ 35.43	\$ 73,692.04	3.25%	\$36.58	\$76,087.03	3.25%	\$37.68	\$78,369.64	3.00%	\$38.81	\$80,720.73	3.00%	\$39.88	\$82,940.55	2.75%	\$40.97	\$85,221.41
Corporal 2 w/degree	\$ 35.56	\$ 73,972.43	\$ 36.72	\$ 76,376.54	3.25%	\$37.91	\$78,858.77	3.25%	\$39.05	\$81,224.54	3.00%	\$40.22	\$83,661.27	3.00%	\$41.33	\$85,961.96	2.75%	\$42.46	\$88,325.91
Corporal 2 Trainer	\$ 38.31	\$ 79,692.43	\$ 39.43	\$ 82,012.04	2.91%	\$ 40.58	\$84,407.03	2.92%	\$ 41.68	\$86,689.64	2.70%	\$ 42.81	\$89,040.73	2.71%	\$ 43.88	\$91,260.55	2.49%	\$ 44.97	\$93,541.41
Corporal 2 Trainer w/degree	\$ 39.56	\$ 82,292.43	\$ 40.72	\$ 84,696.54	2.92%	\$ 41.91	\$87,178.77	2.93%	\$ 43.05	\$89,544.54	2.71%	\$ 44.22	\$91,981.27	2.72%	\$ 45.33	\$94,281.96	2.50%	\$ 46.46	\$96,645.91
Corporal 3	\$ 35.15	\$ 73,113.22	\$ 36.29	\$ 75,489.40	3.25%	\$37.47	\$77,942.81	3.25%	\$38.60	\$80,281.09	3.00%	\$39.75	\$82,689.53	3.00%	\$40.85	\$84,963.49	2.75%	\$41.97	\$87,299.98
Corporal 3 w/degree	\$ 36.40	\$ 75,713.22	\$ 37.58	\$ 78,173.90	3.25%	\$38.81	\$80,714.56	3.25%	\$39.97	\$83,135.99	3.00%	\$41.17	\$85,630.07	3.00%	\$42.30	\$87,984.90	2.75%	\$43.46	\$90,404.48
Corporal 3 Trainer	\$ 39.15	\$ 81,433.22	\$ 40.29	\$ 83,809.40	2.92%	\$ 41.47	\$86,262.81	2.93%	\$ 42.60	\$88,601.09	2.71%	\$ 43.75	\$91,009.53	2.72%	\$ 44.85	\$93,283.49	2.50%	\$ 45.97	\$95,619.98
Corporal 3 Trainer w/degree	\$ 40.40	\$ 84,033.22	\$ 41.58	\$ 86,493.90	2.93%	\$ 42.81	\$89,034.56	2.94%	\$ 43.97	\$91,455.99	2.72%	\$ 45.17	\$93,950.07	2.73%	\$ 46.30	\$96,304.90	2.51%	\$ 47.46	\$98,724.48
Detective (invest, street , narcs)	\$ 34.72	\$ 72,208.01	\$ 35.84	\$ 74,554.77	3.25%	\$37.01	\$76,977.80	3.25%	\$38.12	\$79,287.14	3.00%	\$39.26	\$81,665.75	3.00%	\$40.34	\$83,911.56	2.75%	\$41.45	\$86,219.13
Detective w/degree	\$ 35.97	\$ 74,808.01	\$ 37.13	\$ 77,239.27	3.25%	\$38.34	\$79,749.55	3.25%	\$39.49	\$82,142.04	3.00%	\$40.68	\$84,606.30	3.00%	\$41.79	\$86,932.97	2.75%	\$42.94	\$89,323.63
Detective shift 2	\$ 35.58	\$ 74,013.21	\$ 36.74	\$ 76,418.64	3.25%	\$37.93	\$78,902.25	3.25%	\$39.07	\$81,269.32	3.00%	\$40.24	\$83,707.40	3.00%	\$41.35	\$86,009.35	2.75%	\$42.49	\$88,374.61
Detective 2 w/degree	\$ 36.83	\$ 76,613.21	\$ 38.03	\$ 79,103.14	3.25%	\$39.27	\$81,673.99	3.25%	\$40.44	\$84,124.21	3.00%	\$41.66	\$86,647.94	3.00%	\$42.80	\$89,030.76	2.75%	\$43.98	\$91,479.11
Detective shift 3	\$ 36.45	\$ 75,818.41	\$ 37.64	\$ 78,282.51	3.25%	\$38.86	\$80,826.69	3.25%	\$40.02	\$83,251.49	3.00%	\$41.23	\$85,749.04	3.00%	\$42.36	\$88,107.14	2.75%	\$43.52	\$90,530.08
Detective 3 w/degree	\$ 37.70	\$ 78,418.41	\$ 38.93	\$ 80,967.01	3.25%	\$40.19	\$83,598.44	3.25%	\$41.40	\$86,106.39	3.00%	\$42.64	\$88,689.58	3.00%	\$43.81	\$91,128.55	2.75%	\$45.02	\$93,634.58
FY25 Sergeant	\$ 37.63	\$ 78,270.40	\$ 38.57	\$ 80,225.60		\$39.53	\$ 82,222.40		\$40.13	\$ 83,470.40		\$40.73	\$ 84,718.40		\$41.34	\$ 85,987.20		\$41.96	\$ 87,276.80
Sergeant	\$ 38.67	\$ 80,424.55	\$ 39.92	\$ 83,038.34	3.25%	\$41.22	\$85,737.09	3.25%	\$42.46	\$88,309.20	3.00%	\$43.73	\$90,958.48	3.00%	\$44.93	\$93,459.84	2.75%	\$46.17	\$96,029.98
Sergeant w/degree	\$ 39.92	\$ 83,024.55	\$ 41.21	\$ 85,722.84	3.25%	\$42.55	\$88,508.84	3.25%	\$43.83	\$91,164.10	3.00%	\$45.14	\$93,899.02	3.00%	\$46.39	\$96,481.25	2.75%	\$47.66	\$99,134.48
Sergeant shift 2	\$ 39.63	\$ 82,435.16	\$ 40.92	\$ 85,114.30	3.25%	\$42.25	\$87,880.52	3.25%	\$43.52	\$90,516.93	3.00%	\$44.82	\$93,232.44	3.00%	\$46.06	\$95,796.33	2.75%	\$47.32	\$98,430.73
Sergeant 2 w/degree	\$ 40.88	\$ 85,035.16	\$ 42.21	\$ 87,798.80	3.25%	\$43.58	\$90,652.26	3.25%	\$44.89	\$93,371.83	3.00%	\$46.24	\$96,172.99	3.00%	\$47.51	\$98,817.74	2.75%	\$48.82	\$101,535.23
Sergeant shift 3	\$ 40.60	\$ 84,445.77	\$ 41.92	\$ 87,190.26	3.25%	\$43.28	\$90,023.95	3.25%	\$44.58	\$92,724.66	3.00%	\$45.92	\$95,506.40	3.00%	\$47.18	\$98,132.83	2.75%	\$48.48	\$100,831.48
Sergeant 3 w/degree	\$ 41.85	\$ 87,045.77	\$ 43.21	\$ 89,874.76	3.25%	\$44.61	\$92,795.69	3.25%	\$45.95	\$95,579.56	3.00%	\$47.33	\$98,446.95	3.00%	\$48.63	\$101,154.24	2.75%	\$49.97	\$103,935.98
Detective Sergeant	\$ 40.10	\$ 83,400.25	\$ 41.40	\$ 86,110.76	3.25%	\$42.74	\$88,909.36	3.25%	\$44.03	\$91,576.64	3.00%	\$45.35	\$94,323.94	3.00%	\$46.60	\$96,917.85	2.75%	\$47.88	\$99,583.09
Detective Sergeant w/degree	\$ 41.35	\$ 86,000.25	\$ 42.69	\$ 88,795.26	3.25%	\$44.08	\$91,681.11	3.25%	\$45.40	\$94,431.54	3.00%	\$46.76	\$97,264.49	3.00%	\$48.05	\$99,939.26	2.75%	\$49.37	\$102,687.59
Detective Sergeant shift 2	\$ 41.10	\$ 85,485.26	\$ 42.43	\$ 88,263.53	3.25%	\$43.81	\$91,132.10	3.25%	\$45.13	\$93,866.06	3.00%	\$46.48	\$96,682.04	3.00%	\$47.76	\$99,340.80	2.75%	\$49.07	\$102,072.67
Detective Sergeant 2 w/degree	\$ 42.35	\$ 88,085.26	\$ 43.73	\$ 90,948.03	3.25%	\$45.15	\$93,903.84	3.25%	\$46.50	\$96,720.96	3.00%	\$47.90	\$99,622.59	3.00%	\$49.21	\$102,362.21	2.75%	\$50.57	\$105,177.17
Detective Sergeant shift 3	\$ 42.10	\$ 87,570.27	\$ 43.47	\$ 90,416.30	3.25%	\$44.88	\$93,354.83	3.25%	\$46.23	\$96,155.48	3.00%	\$47.62	\$99,040.14	3.00%	\$48.92	\$101,763.74	2.75%	\$50.27	\$104,562.25
Detective Sergeant 3 w/degree	\$ 43.35	\$ 90,170.27	\$ 44.76	\$ 93,100.80	3.25%	\$46.21	\$96,126.58	3.25%	\$47.60	\$99,010.37	3.00%	\$49.03	\$101,980.69	3.00%	\$50.38	\$104,785.15	2.75%	\$51.76	\$107,666.75

		101.50%			101.50%			101.00%			101.00%			101.00%			
		102.50%			102.50%			102.00%		%	102.00%			101.50%			
Pay chart for FY2026 with 1.50% applied to Base	% bet. 6 & 7	Step 8	Step 8 Annual	% bet. 7 & 8	Step 9	Step 9 Annual	% bet. 8 & 9	Step 10	Step 10 Annual	% bet. 9 & 10	Step 11	Step 11 Annual	% bet. 10 & 11	Step 12	Step 12 Annual	% bet. 11 & 12	Width
FY25 Officer 3, 2, 1st		31.07	\$ 64,625.60		31.53	\$ 65,582.40		32.01	\$ 66,580.80		32.49	\$ 67,579.20		32.97	\$ 68,577.60		
Patrol Officer	2.00%	\$34.78	\$72,351.27	1.50%	\$35.31	\$73,436.54	1.50%	\$35.66	\$74,170.91	1.00%	\$36.02	\$74,912.62	1.00%	\$36.38	\$75,661.74	1.00%	25.50%
Patrol Officer w/degree	2.00%	\$36.28	\$75,471.56	1.50%	\$36.83	\$76,603.64	1.50%	\$37.20	\$77,369.67	1.00%	\$37.57	\$78,143.37	1.00%	\$37.94	\$78,924.80	1.00%	25.50%
Patrol Officer 1 Trainer	1.79%	\$ 38.78	\$80,671.27	1.34%	\$ 39.31	\$81,756.54	1.35%	\$ 39.66	\$82,490.91	0.90%	\$ 40.02	\$83,232.62	0.90%	\$ 40.38	\$83,981.74	0.90%	
Patrol Officer 1 Trainer w/degree	1.80%	\$ 40.28	\$83,791.56	1.35%	\$ 40.83	\$84,923.64	1.35%	\$ 41.20	\$85,689.67	0.90%	\$ 41.57	\$86,463.37	0.90%	\$ 41.94	\$87,244.80	0.90%	
Patrol shift 2	2.00%	\$35.65	\$74,160.06	1.50%	\$36.19	\$75,272.46	1.50%	\$36.55	\$76,025.18	1.00%	\$36.92	\$76,785.43	1.00%	\$37.29	\$77,553.29	1.00%	25.50%
Patrol 2 w/degree	2.00%	\$37.15	\$77,280.35	1.50%	\$37.71	\$78,439.55	1.50%	\$38.09	\$79,223.95	1.00%	\$38.47	\$80,016.19	1.00%	\$38.85	\$80,816.35	1.00%	25.50%
Patrol Officer 2 Trainer	1.79%	\$ 39.65	\$82,480.06	1.35%	\$ 40.19	\$83,592.46	1.35%	\$ 40.55	\$84,345.18	0.90%	\$ 40.92	\$85,105.43	0.90%	\$ 41.29	\$85,873.29	0.90%	
Patrol Officer 2 Trainer w/degree	1.80%	\$ 41.15	\$85,600.35	1.35%	\$ 41.71	\$86,759.55	1.35%	\$ 42.09	\$87,543.95	0.90%	\$ 42.47	\$88,336.19	0.90%	\$ 42.85	\$89,136.35	0.91%	
Patrol shift 3	2.00%	\$36.52	\$75,968.84	1.50%	\$37.07	\$77,108.37	1.50%	\$37.44	\$77,879.45	1.00%	\$37.82	\$78,658.25	1.00%	\$38.19	\$79,444.83	1.00%	25.50%
Patrol 3 w/degree	2.00%	\$38.02	\$79,089.13	1.50%	\$38.59	\$80,275.46	1.50%	\$38.98	\$81,078.22	1.00%	\$39.37	\$81,889.00	1.00%	\$39.76	\$82,707.89	1.00%	25.50%
Patrol Officer 3 Trainer	1.80%	\$ 40.52	\$84,288.84	1.35%	\$ 41.07	\$85,428.37	1.35%	\$ 41.44	\$86,199.45	0.90%	\$ 41.82	\$86,978.25	0.90%	\$ 42.19	\$87,764.83	0.90%	
Patrol Officer 3 Trainer w/degree	1.80%	\$ 42.02	\$87,409.13	1.36%	\$ 42.59	\$88,595.46	1.36%	\$ 42.98	\$89,398.22	0.91%	\$ 43.37	\$90,209.00	0.91%	\$ 43.76	\$91,027.89	0.91%	
FY25 Corporal		\$36.92	\$ 76,793.60		\$37.48	\$ 77,958.40		\$38.04	\$ 79,123.20								
Corporal	2.75%	\$40.97	\$85,221.41	2.50%	\$42.00	\$87,351.95	2.50%	\$42.84	\$89,098.99	2.00%	\$43.69	\$90,880.97	2.00%	\$44.35	\$92,244.18	1.50%	32.47%
Corporal w/degree	2.75%	\$42.50	\$88,403.53	2.50%	\$43.56	\$90,613.61	2.50%	\$44.44	\$92,425.89	2.00%	\$45.32	\$94,274.40	2.00%	\$46.00	\$95,688.52	1.50%	32.47%
Corporal Trainer	2.49%	\$ 44.97	\$93,541.41	2.27%	\$ 46.00	\$95,671.95	2.28%	\$ 46.84	\$97,418.99	1.83%	\$ 47.69	\$99,200.97	1.83%	\$ 48.35	\$100,564.18	1.37%	29.01%
Corporal Trainer w/degree	2.50%	\$ 46.50	\$96,723.53	2.28%	\$ 47.56	\$98,933.61	2.28%	\$ 48.44	\$100,745.89	1.83%	\$ 49.32	\$102,594.40	1.83%	\$ 50.00	\$104,008.52	1.38%	29.12%
Corporal 2	2.75%	\$42.00	\$87,351.95	2.50%	\$43.05	\$89,535.75	2.50%	\$43.91	\$91,326.46	2.00%	\$44.79	\$93,152.99	2.00%	\$45.46	\$94,550.29	1.50%	32.47%
Corporal 2 w/degree	2.75%	\$43.53	\$90,534.06	2.50%	\$44.61	\$92,797.41	2.50%	\$45.51	\$94,653.36	2.00%	\$46.42	\$96,546.43	2.00%	\$47.11	\$97,994.62	1.50%	32.47%
Corporal 2 Trainer	2.50%	\$ 46.00	\$95,671.95	2.28%	\$ 47.05	\$97,855.75	2.28%	\$ 47.91	\$99,646.46	1.83%	\$ 48.79	\$101,472.99	1.83%	\$49.46	\$102,870.29	1.38%	29.08%
Corporal 2 Trainer w/degree	2.51%	\$ 47.53	\$98,854.06	2.28%	\$ 48.61	\$101,117.41	2.29%	\$ 49.51	\$102,973.36	1.84%	\$ 50.42	\$104,866.43	1.84%	\$51.11	\$106,314.62	1.38%	29.19%
Corporal 3	2.75%	\$43.02	\$89,482.48	2.50%	\$44.10	\$91,719.55	2.50%	\$44.98	\$93,553.94	2.00%	\$45.88	\$95,425.02	2.00%	\$46.57	\$96,856.39	1.50%	32.47%
Corporal 3 w/degree	2.75%	\$44.55	\$92,664.60	2.50%	\$45.66	\$94,981.21	2.50%	\$46.58	\$96,880.84	2.00%	\$47.51	\$98,818.45	2.00%	\$48.22	\$100,300.73	1.50%	32.47%
Corporal 3 Trainer	2.50%	\$ 47.02	\$97,802.48	2.28%	\$ 48.10	\$100,039.55	2.29%	\$ 48.98	\$101,873.94	1.83%	\$ 49.88	\$103,745.02	1.84%	\$ 50.57	\$105,176.39	1.38%	29.16%
Corporal 3 Trainer w/degree	2.51%	\$ 48.55	\$100,984.60	2.29%	\$ 49.66	\$103,301.21	2.29%	\$ 50.58	\$105,200.84	1.84%	\$ 51.51	\$107,138.45	1.84%	\$ 52.22	\$108,620.73	1.38%	29.26%
Detective (invest, street , narcs)	2.75%	\$42.49	\$88,374.61	2.50%	\$43.55	\$90,583.97	2.50%	\$44.42	\$92,395.65	2.00%	\$45.31	\$94,243.56	2.00%	\$45.99	\$95,657.22	1.50%	32.47%
Detective w/degree	2.75%	\$44.02	\$91,556.72	2.50%	\$45.12	\$93,845.64	2.50%	\$46.02	\$95,722.55	2.00%	\$46.94	\$97,637.00	2.00%	\$47.64	\$99,101.55	1.50%	32.47%
Detective shift 2	2.75%	\$43.55	\$90,583.97	2.50%	\$44.64	\$92,848.57	2.50%	\$45.53	\$94,705.54	2.00%	\$46.44	\$96,599.65	2.00%	\$47.14	\$98,048.65	1.50%	32.47%
Detective 2 w/degree	2.75%	\$45.08	\$93,766.08	2.50%	\$46.21	\$96,110.23	2.50%	\$47.13	\$98,032.44	2.00%	\$48.07	\$99,993.09	2.00%	\$48.79	\$101,492.98	1.50%	32.47%
Detective shift 3	2.75%	\$44.61	\$92,793.34	2.50%	\$45.73	\$95,113.17	2.50%	\$46.64	\$97,015.43	2.00%	\$47.57	\$98,955.74	2.00%	\$48.29	\$100,440.08	1.50%	32.47%
Detective 3 w/degree	2.75%	\$46.14	\$95,975.45	2.50%	\$47.30	\$98,374.83	2.50%	\$48.24	\$100,342.33	2.00%	\$49.21	\$102,349.18	2.00%	\$49.94	\$103,884.42	1.50%	32.47%
FY25 Sergeant		\$42.59	\$ 88,587.20		\$43.23	\$ 89,918.40		\$43.88	\$ 91,270.40						\$ -		
Sergeant	2.75%	\$47.32	\$98,430.73	2.50%	\$48.51	\$100,891.50	2.50%	\$49.48	\$102,909.33	2.00%	\$50.47	\$104,967.52	2.00%	\$51.22	\$106,542.03	1.50%	32.47%
Sergeant w/degree	2.75%	\$48.85	\$101,612.84	2.50%	\$50.07	\$104,153.17	2.50%	\$51.08	\$106,236.23	2.00%	\$52.10	\$108,360.95	2.00%	\$52.88	\$109,986.37	1.50%	32.47%
Sergeant shift 2	2.75%	\$48.51	\$100,891.50	2.50%	\$49.72	\$103,413.79	2.50%	\$50.71	\$105,482.06	2.00%	\$51.73	\$107,591.71	2.00%	\$52.50	\$109,205.58	1.50%	32.47%
Sergeant 2 w/degree	2.75%	\$50.04	\$104,073.61	2.50%	\$51.29	\$106,675.45	2.50%	\$52.31	\$108,808.96	2.00%	\$53.36	\$110,985.14	2.00%	\$54.16	\$112,649.92	1.50%	32.47%
Sergeant shift 3	2.75%	\$49.69	\$103,352.27	2.50%	\$50.93	\$105,936.08	2.50%	\$51.95	\$108,054.80	2.00%	\$52.99	\$110,215.89	2.00%	\$53.78	\$111,869.13	1.50%	32.47%
Sergeant 3 w/degree	2.75%	\$51.22	\$106,534.38	2.50%	\$52.50	\$109,197.74	2.50%	\$53.55	\$111,381.70	2.00%	\$54.62	\$113,609.33	2.00%	\$55.44	\$115,313.47	1.50%	32.47%
Detective Sergeant	2.75%	\$49.07	\$102,072.67	2.50%	\$50.30	\$104,624.49	2.50%	\$51.31	\$106,716.98	2.00%	\$52.33	\$108,851.32	2.00%	\$53.12	\$110,484.09	1.50%	32.47%
Detective Sergeant w/degree	2.75%	\$50.60	\$105,254.78	2.50%	\$51.87	\$107,886.15	2.50%	\$52.91	\$110,043.87	2.00%	\$53.96	\$112,244.75	2.00%	\$54.77	\$113,928.42	1.50%	32.47%
Detective Sergeant shift 2	2.75%	\$50.30	\$104,624.49	2.50%	\$51.56	\$107,240.10	2.50%	\$52.59	\$109,384.90	2.00%	\$53.64	\$111,572.60	2.00%	\$54.45	\$113,246.19	1.50%	32.47%
Detective Sergeant 2 w/degree	2.75%	\$51.83	\$107,806.60	2.50%	\$53.13	\$110,501.76	2.50%	\$54.19	\$112,711.80	2.00%	\$55.27	\$114,966.03	2.00%	\$56.10	\$116,690.53	1.50%	32.47%
Detective Sergeant shift 3	2.75%	\$51.53	\$107,176.30	2.50%	\$52.82	\$109,855.71	2.50%	\$53.87	\$112,052.83	2.00%	\$54.95	\$114,293.88	2.00%	\$55.77	\$116,008.29	1.50%	32.47%
Detective Sergeant 3 w/degree	2.75%	\$53.06	\$110,358.42	2.50%	\$54.38	\$113,117.38	2.50%	\$55.47	\$115,379.72	2.00%	\$56.58	\$117,687.32	2.00%	\$57.43	\$119,452.63	1.50%	32.47%

FY2025 CURRENT SALARY PROJECTION FILE															PLACEMENT STEP 1 - 2025 Wage + Clothing Allowance = Placement Base. Base Chart has \$0.28 applied at Grade 1, Step 1 and it Ripples up ranks and ac											
Employee Name	Title	Grade	End Step	G & S	FY25 Wage	Logic Check 0	Hourly	Rank	Clothing	Degree AA	Degree BA	Degree MA	Physical Fitness	Total Add Pay Cost 25	Total Pay for Base comp WAGE + CLOTHING	Match Rank	Placement Rank	Placement Grade	Step	Step Compression	Final Step for Placement	Placement G/S	Placement Cost with Clothing on Table	FY25 Bage + Clothing	Placement Increase over FY2025	Placement Step 1 Cost
	POLICE OFFICER 1ST CLASS	P62	10	P62-10	\$ 68,577.60	\$ -	\$ 32.97	Patrol	\$ 565.00					\$ 565.00	\$ 69,142.60	POLICE OFFICER 1ST CLASS	Corporal	P20	2	no	2	P20-2	\$34.06	\$ 33.24	\$0.82	\$70,842.45
	POLICE OFFICER 1ST CLASS	P62	10	P62-10	\$ 68,577.60	\$ -	\$ 32.97	Patrol	\$ 565.00					\$ 565.00	\$ 69,142.60	POLICE OFFICER 1ST CLASS	Corporal	P20	2	no	2	P20-2	\$34.06	\$ 33.24	\$0.82	\$70,842.45
	POLICE OFFICER 1ST CLASS	P62	10	P62-10	\$ 68,577.60	\$ -	\$ 32.97	Patrol	\$ 565.00		\$ 250.00		\$ 700.00	\$ 1,515.00	\$ 69,142.60	POLICE OFFICER 1ST CLASS	Corporal	P20	2	no	2	P20-2	\$34.06	\$ 33.24	\$0.82	\$70,842.45
	POLICE OFFICER 1ST CLASS	P62	10	P62-10	\$ 68,577.60	\$ -	\$ 32.97	Patrol	\$ 565.00				\$ 200.00	\$ 765.00	\$ 69,142.60	POLICE OFFICER 1ST CLASS	Corporal	P20	2	no	2	P20-2	\$34.06	\$ 33.24	\$0.82	\$70,842.45
	POLICE OFFICER 1ST CLASS	P62	4	P62-4	\$ 62,732.80	\$ -	\$ 30.16	Patrol	\$ 565.00				\$ 700.00	\$ 1,265.00	\$ 63,297.80	POLICE OFFICER 1ST CLASS	Corporal	P20	1	no	1	P20-1	\$32.99	\$ 30.43	\$2.56	\$68,612.54
	POLICE OFFICER 1ST CLASS	P62	4	P62-4	\$ 62,732.80	\$ -	\$ 30.16	Patrol	\$ 565.00	\$ 125.00			\$ 450.00	\$ 1,140.00	\$ 63,297.80	POLICE OFFICER 1ST CLASS	Corporal	P20	1	no	1	P20-1	\$32.99	\$ 30.43	\$2.56	\$68,612.54
	POLICE OFFICER 1ST CLASS	P62	5	P62-5	\$ 63,668.80	\$ -	\$ 30.61	Patrol	\$ 565.00					\$ 565.00	\$ 64,233.80	POLICE OFFICER 1ST CLASS	Corporal	P20	1	no	1	P20-1	\$32.99	\$ 30.88	\$2.11	\$68,612.54
	POLICE OFFICER 1ST CLASS	P62	5	P62-5	\$ 63,668.80	\$ -	\$ 30.61	Patrol	\$ 565.00					\$ 565.00	\$ 64,233.80	POLICE OFFICER 1ST CLASS	Corporal	P20	1	no	1	P20-1	\$32.99	\$ 30.88	\$2.11	\$68,612.54
	POLICE OFFICER 1ST CLASS	P62	7	P62-7	\$ 65,582.40	\$ -	\$ 31.53	Patrol	\$ 565.00	\$ 125.00			\$ 700.00	\$ 1,390.00	\$ 66,147.40	POLICE OFFICER 1ST CLASS	Corporal	P20	1	no	1	P20-1	\$32.99	\$ 31.80	\$1.19	\$68,612.54
	POLICE OFFICER 1ST CLASS	P62	7	P62-7	\$ 65,582.40	\$ -	\$ 31.53	Patrol	\$ 565.00					\$ 565.00	\$ 66,147.40	POLICE OFFICER 1ST CLASS	Corporal	P20	1	no	1	P20-1	\$32.99	\$ 31.80	\$1.19	\$68,612.54
	POLICE OFFICER 1ST CLASS	P62	8	P62-8	\$ 66,580.80	\$ -	\$ 32.01	Patrol	\$ 565.00				\$ 450.00	\$ 1,015.00	\$ 67,145.80	POLICE OFFICER 1ST CLASS	Corporal	P20	1	no	1	P20-1	\$32.99	\$ 32.28	\$0.71	\$68,612.54
	POLICE DETECTIVE/CORPORAL	P63	1	P63-1	\$ 67,849.60	\$ -	\$ 32.62	Corporal	\$ 565.00		\$ 250.00		\$ 700.00	\$ 1,515.00	\$ 68,414.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	1	yes	2	P20-2	\$34.06	\$ 32.89	\$1.17	\$70,842.45
	POLICE DETECTIVE/CORPORAL	P63	1	P63-1	\$ 67,849.60	\$ -	\$ 32.62	Corporal	\$ 565.00		\$ 250.00		\$ 450.00	\$ 1,265.00	\$ 68,414.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	1	yes	2	P20-2	\$34.06	\$ 32.89	\$1.17	\$70,842.45
	POLICE DETECTIVE/CORPORAL	P63	1	P63-1	\$ 67,849.60	\$ -	\$ 32.62	Corporal	\$ 565.00				\$ 450.00	\$ 1,015.00	\$ 68,414.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	1	yes	2	P20-2	\$34.06	\$ 32.89	\$1.17	\$70,842.45
	POLICE DETECTIVE/CORPORAL	P63	1	P63-1	\$ 67,849.60	\$ -	\$ 32.62	Corporal	\$ 565.00				\$ 700.00	\$ 1,265.00	\$ 68,414.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	1	yes	2	P20-2	\$34.06	\$ 32.89	\$1.17	\$70,842.45
	POLICE DETECTIVE/CORPORAL	P63	2	P63-2	\$ 69,555.20	\$ -	\$ 33.44	Corporal	\$ 565.00		\$ 250.00		\$ 700.00	\$ 1,515.00	\$ 70,120.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	2	no	2	P20-2	\$34.06	\$ 33.71	\$0.35	\$70,842.45
	POLICE DETECTIVE/CORPORAL	P63	2	P63-2	\$ 69,555.20	\$ -	\$ 33.44	Corporal	\$ 565.00				\$ 450.00	\$ 1,015.00	\$ 70,120.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	2	no	2	P20-2	\$34.06	\$ 33.71	\$0.35	\$70,842.45
	POLICE DETECTIVE/CORPORAL	P63	2	P63-2	\$ 69,555.20	\$ -	\$ 33.44	Corporal	\$ 565.00		\$ 250.00		\$ 700.00	\$ 1,515.00	\$ 70,120.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	2	no	2	P20-2	\$34.06	\$ 33.71	\$0.35	\$70,842.45
	POLICE DETECTIVE/CORPORAL	P63	3	P63-3	\$ 71,281.60	\$ -	\$ 34.27	Corporal	\$ 565.00		\$ 250.00		\$ 450.00	\$ 1,265.00	\$ 71,846.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 34.54	\$0.62	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	3	P63-3	\$ 71,281.60	\$ -	\$ 34.27	Corporal	\$ 565.00					\$ 565.00	\$ 71,846.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 34.54	\$0.62	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	3	P63-3	\$ 71,281.60	\$ -	\$ 34.27	Corporal	\$ 565.00		\$ 250.00	\$ 100.00		\$ 915.00	\$ 71,846.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 34.54	\$0.62	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	4	P63-4	\$ 72,363.20	\$ -	\$ 34.79	Corporal	\$ 565.00		\$ 250.00			\$ 815.00	\$ 72,928.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 35.06	\$0.10	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	4	P63-4	\$ 72,363.20	\$ -	\$ 34.79	Corporal	\$ 565.00					\$ 565.00	\$ 72,928.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 35.06	\$0.10	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	4	P63-4	\$ 72,363.20	\$ -	\$ 34.79	Corporal	\$ 565.00				\$ 700.00	\$ 1,265.00	\$ 72,928.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 35.06	\$0.10	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	4	P63-4	\$ 72,363.20	\$ -	\$ 34.79	Corporal	\$ 565.00				\$ 700.00	\$ 1,265.00	\$ 72,928.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 35.06	\$0.10	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	5	P63-5	\$ 73,444.80	\$ -	\$ 35.31	Corporal	\$ 565.00		\$ 250.00			\$ 815.00	\$ 74,009.80	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.58	\$0.64	\$75,339.18
	POLICE SERGEANT	P64	3	P64-3	\$ 82,222.40	\$ -	\$ 39.53	Det Sgt	\$ 565.00					\$ 565.00	\$ 82,787.40	POLICE SERGEANT	Sgt	P60	3	no	3	P60-3	\$40.62	\$ 39.80	\$0.81	\$84,482.28
	POLICE SERGEANT	P64	3	P64-3	\$ 82,222.40	\$ -	\$ 39.53	Det Sgt	\$ 565.00					\$ 565.00	\$ 82,787.40	POLICE SERGEANT	Sgt	P60	3	no	3	P60-3	\$40.62	\$ 39.80	\$0.81	\$84,482.28
	POLICE SERGEANT	P64	4	P64-4	\$ 83,470.40	\$ -	\$ 40.13	Det Sgt	\$ 565.00					\$ 565.00	\$ 84,035.40	POLICE SERGEANT	Sgt	P60	3	no	3	P60-3	\$40.62	\$ 40.40	\$0.21	\$84,482.28
	POLICE SERGEANT	P64	5	P64-5	\$ 84,718.40	\$ -	\$ 40.73	Det Sgt	\$ 1,053.00					\$ 1,053.00	\$ 85,771.40	POLICE SERGEANT	Sgt	P60	4	no	4	P60-4	\$41.83	\$ 41.24	\$0.60	\$87,016.75
	POLICE DETECTIVE/CORPORAL	P63	10	P63-10	\$ 79,123.20	\$ -	\$ 38.04	Detective	\$ 565.00					\$ 565.00	\$ 79,688.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	6	no	6	P20-6	\$38.33	\$ 38.31	\$0.02	\$79,733.33
	POLICE DETECTIVE/CORPORAL	P63	10	P63-10	\$ 79,123.20	\$ -	\$ 38.04	Detective	\$ 565.00					\$ 565.00	\$ 79,688.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	6	no	6	P20-6	\$38.33	\$ 38.31	\$0.02	\$79,733.33
	POLICE DETECTIVE/CORPORAL	P63	10	P63-10	\$ 79,123.20	\$ -	\$ 38.04	Detective	\$ 565.00					\$ 565.00	\$ 79,688.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	6	no	6	P20-6	\$38.33	\$ 38.31	\$0.02	\$79,733.33
	POLICE DETECTIVE/CORPORAL	P63	3	P63-3	\$ 71,281.60	\$ -	\$ 34.27	Detective	\$ 565.00		\$ 250.00			\$ 815.00	\$ 71,846.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 34.54	\$0.62	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	3	P63-3	\$ 71,281.60	\$ -	\$ 34.27	Detective	\$ 565.00	\$ 125.00			\$ 700.00	\$ 1,390.00	\$ 71,846.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 34.54	\$0.62	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	3	P63-3	\$ 71,281.60	\$ -	\$ 34.27	Detective	\$ 565.00		\$ 250.00			\$ 815.00	\$ 71,846.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	3	no	3	P20-3	\$35.17	\$ 34.54	\$0.62	\$73,144.83
	POLICE DETECTIVE/CORPORAL	P63	4	P63-4	\$ 72,363.20	\$ -	\$ 34.79	Detective	\$ 1,053.00				\$ 700.00	\$ 1,753.00	\$ 73,416.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.30	\$0.92	\$75,339.18
	POLICE DETECTIVE/CORPORAL	P63	5	P63-5	\$ 73,444.80	\$ -	\$ 35.31	Detective	\$ 565.00	\$ 125.00				\$ 690.00	\$ 74,009.80	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.58	\$0.64	\$75,339.18
	POLICE DETECTIVE/CORPORAL	P63	5	P63-5	\$ 73,444.80	\$ -	\$ 35.31	Detective	\$ 565.00					\$ 565.00	\$ 74,009.80	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.58	\$0.64	\$75,339.18
	POLICE DETECTIVE/CORPORAL	P63	5	P63-5	\$ 73,444.80	\$ -	\$ 35.31	Detective	\$ 1,053.00		\$ 250.00	\$ 100.00	\$ 700.00	\$ 2,103.00	\$ 74,497.80	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.82	\$0.40	\$75,339.18
	POLICE DETECTIVE/CORPORAL	P63	5	P63-5	\$ 73,444.80	\$ -	\$ 35.31	Detective	\$ 1,053.00		\$ 250.00		\$ 700.00	\$ 2,003.00	\$ 74,497.80	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.82	\$0.40	\$75,339.18
	POLICE DETECTIVE/CORPORAL	P63	5	P63-5	\$ 73,444.80	\$ -	\$ 35.31	Detective	\$ 1,053.00					\$ 1,053.00	\$ 74,497.80	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.82	\$0.40	\$75,339.18
	POLICE DETECTIVE/CORPORAL	P63	5	P63-5	\$ 73,444.80	\$ -	\$ 35.31	Detective	\$ 1,053.00		\$ 250.00			\$ 1,303.00	\$ 74,497.80	POLICE DETECTIVE/CORPORAL	Corporal	P20	4	no	4	P20-4	\$36.22	\$ 35.82	\$0.40	\$75,339.18
	POLICE DETECTIVE/CORPORAL	P63	6	P63-6	\$ 74,547.20	\$ -	\$ 35.84	Detective	\$ 1,053.00		\$ 250.00			\$ 1,303.00	\$ 75,600.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	5	no	5	P20-5	\$37.31	\$ 36.35	\$0.96	\$77,599.35
	POLICE DETECTIVE/CORPORAL	P63	6	P63-6	\$ 74,547.20	\$ -	\$ 35.84	Detective	\$ 1,053.00	\$ 125.00				\$ 1,178.00	\$ 75,600.20	POLICE DETECTIVE/CORPORAL	Corporal	P20	5	no	5	P20-5	\$37.31	\$ 36.35	\$0.96	\$77,599.35
	POLICE DETECTIVE/CORPORAL	P63	8	P63-8	\$ 76,793.60	\$ -	\$ 36.92	Detective	\$ 1,053.00		\$ 250.00	\$ 100.00		\$ 1,403.00	\$ 77,846.60	POLICE DETECTIVE/CORPORAL	Corporal	P20	6	no	6	P20-6	\$38.33	\$ 37.43	\$0.91	\$79,733.33
	POLICE OFFICER 3RD CLASS	P60	1	P60-1	\$ 53,352.00	\$ -	\$ 25.65	Patrol	\$ 565.00				\$ 700.00	\$ 1,265.00	\$ 53,917.00	POLICE OFFICER 3RD CLASS	Patrol	P01	1	yes	2	P01-2	\$29.56	\$ 25.92	\$3.64	\$61,483.97
	POLICE OFFICER 3RD CLASS	P60	1	P60-1	\$ 53,352.00	\$ -	\$ 25.65	Patrol	\$ 565.00					\$ 565.00	\$ 53,917.00	POLICE OFFICER 3RD CLASS	Patrol	P01	1	yes	2	P01-2	\$29.56	\$ 25.92	\$3.64	\$61,483.97

Loss steps.			PLACEMENT Step 2 INTO SPECIAL ASSIGNMENTS								PLACEMENT STEP 3: MOVING TO GRADES BASED ON BA/BS DEGREE										Adjusting Add Pays												
Employee Name	LOGIC CHECK	Increased Payment Cost from FY25	Assignment Rank STEP 2	Assignment Grade	Concn	Assignment Grade	Wage from Placement	Assignment Placement Cost (Step 2 Cost)	Logic Check 2	Special Assignment Cost Over Base Placement	Degree?	Degree Grade	Grade Step for Degree	Grade Hourly Rate	Increase over Assignment Grade	Grade Annual Cost Increase	Final Placement Step and Grade	Final Hourly Rate	FINAL PLACEMENT WAGE	PPP Physical Fitness	FY26 Fitness	PPP Degree	FY26 Degree	FY26 Adds	FY25 Add Pays								
2	\$0.00	\$1,699.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	2,684.50	P20-2	\$	34.06	\$	70,842.45		\$	-	\$	565.00						
	\$0.00	\$1,699.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	2,684.50	P20-2	\$	34.06	\$	70,842.45		\$	-	\$	565.00						
	\$0.00	\$1,699.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	2,684.50	P22-2	\$	35.35	\$	73,526.95	\$	30.00	\$	780.00	\$	1,265.00					
	\$0.00	\$1,699.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	2,684.50	P20-2	\$	34.06	\$	70,842.45	\$	10.00	\$	260.00	\$	765.00					
	\$0.00	\$5,314.74	Corporal	P20	P20-1	\$	32.99	\$	-	\$	68,612.54	\$	-	\$	-	\$	-	P20-1	\$	32.99	\$	68,612.54	\$	30.00	\$	780.00	\$	1,265.00					
	\$0.00	\$5,314.74	Corporal	P20	P20-1	\$	32.99	\$	-	\$	68,612.54	\$	-	\$	-	\$	-	P20-1	\$	32.99	\$	68,612.54	\$	20.00	\$	520.00	5	\$	130.00	\$	1,140.00		
	\$0.00	\$4,378.74	Corporal	P20	P20-1	\$	32.99	\$	-	\$	68,612.54	\$	-	\$	-	\$	-	P20-1	\$	32.99	\$	68,612.54		\$	-	\$	-	\$	565.00				
	\$0.00	\$4,378.74	Corporal	P20	P20-1	\$	32.99	\$	-	\$	68,612.54	\$	-	\$	-	\$	-	P20-1	\$	32.99	\$	68,612.54		\$	-	\$	-	\$	565.00				
	\$0.00	\$2,465.14	Corporal	P20	P20-1	\$	32.99	\$	-	\$	68,612.54	\$	-	\$	-	\$	-	P20-1	\$	32.99	\$	68,612.54	\$	30.00	\$	780.00	5	\$	130.00	\$	1,390.00		
	\$0.00	\$2,465.14	Corporal	P20	P20-1	\$	32.99	\$	-	\$	68,612.54	\$	-	\$	-	\$	-	P20-1	\$	32.99	\$	68,612.54		\$	-	\$	-	\$	565.00				
	\$0.00	\$1,466.74	Corporal	P20	P20-1	\$	32.99	\$	-	\$	68,612.54	\$	-	\$	-	\$	-	P20-1	\$	32.99	\$	68,612.54	\$	20.00	\$	520.00		\$	-	\$	520.00	\$	1,015.00
	\$0.00	\$2,427.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	-	P22-2	\$	35.35	\$	73,526.95	\$	30.00	\$	780.00		\$	-	\$	780.00	\$	1,265.00
	\$0.00	\$2,427.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	-	P22-2	\$	35.35	\$	73,526.95	\$	20.00	\$	520.00		\$	-	\$	520.00	\$	1,015.00
	\$0.00	\$2,427.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	-	P20-2	\$	34.06	\$	70,842.45	\$	20.00	\$	520.00		\$	-	\$	520.00	\$	1,015.00
	\$0.00	\$2,427.85	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	-	P20-2	\$	34.06	\$	70,842.45	\$	30.00	\$	780.00		\$	-	\$	780.00	\$	1,265.00
	\$0.00	\$722.25	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	-	P22-2	\$	35.35	\$	73,526.95	\$	30.00	\$	780.00		\$	-	\$	780.00	\$	1,265.00
	\$0.00	\$722.25	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	-	P20-2	\$	34.06	\$	70,842.45	\$	20.00	\$	520.00		\$	-	\$	520.00	\$	1,015.00
	\$0.00	\$722.25	Corporal	P20	P20-2	\$	34.06	\$	-	\$	70,842.45	\$	-	\$	-	\$	-	P22-2	\$	35.35	\$	73,526.95	\$	30.00	\$	780.00		\$	-	\$	780.00	\$	1,265.00
	\$0.00	\$1,298.23	Corporal	P20	P20-3	\$	35.17	\$	-	\$	73,144.83	\$	-	\$	-	\$	-	P22-3	\$	36.50	\$	75,916.58	\$	20.00	\$	520.00		\$	-	\$	520.00	\$	1,015.00
	\$0.00	\$1,298.23	Corporal	P20	P20-3	\$	35.17	\$	-	\$	73,144.83	\$	-	\$	-	\$	-	P20-3	\$	35.17	\$	73,144.83		\$	-	\$	-	\$	565.00				
	\$0.00	\$1,298.23	Corporal	P20	P20-3	\$	35.17	\$	-	\$	73,144.83	\$	-	\$	-	\$	-	P22-3	\$	36.50	\$	75,916.58		\$	-	\$	-	\$	565.00				
	\$0.00	\$216.63	Corporal	P20	P20-3	\$	35.17	\$	-	\$	73,144.83	\$	-	\$	-	\$	-	P20-3	\$	35.17	\$	73,144.83		\$	-	\$	-	\$	565.00				
	\$0.00	\$216.63	Corporal	P20	P20-3	\$	35.17	\$	-	\$	73,144.83	\$	-	\$	-	\$	-	P20-3	\$	35.17	\$	73,144.83	\$	30.00	\$	780.00		\$	-	\$	780.00	\$	1,265.00
	\$0.00	\$216.63	Corporal	P20	P20-3	\$	35.17	\$	-	\$	73,144.83	\$	-	\$	-	\$	-	P20-3	\$	35.17	\$	73,144.83	\$	30.00	\$	780.00		\$	-	\$	780.00	\$	1,265.00
	\$0.00	\$1,329.38	Corporal	P20	P20-4	\$	36.22	\$	-	\$	75,339.18	\$	-	\$	-	\$	-	P22-4	\$	37.59	\$	78,194.07		\$	-	\$	-	\$	565.00				
	\$0.00	\$1,694.88	Det Sgt	P80	P80-3	\$	42.12	\$	1.50	\$	87,608.12	\$	-	\$	3,125.84	\$	-	P80-3	\$	42.12	\$	87,608.12		\$	-	\$	-	\$	565.00				
	\$0.00	\$1,694.88	Det Sgt	P80	P80-3	\$	42.12	\$	1.50	\$	87,608.12	\$	-	\$	3,125.84	\$	-	P80-3	\$	42.12	\$	87,608.12		\$	-	\$	-	\$	565.00				
	\$0.00	\$446.88	Det Sgt	P80	P80-3	\$	42.12	\$	1.50	\$	87,608.12	\$	-	\$	3,125.84	\$	-	P80-3	\$	42.12	\$	87,608.12		\$	-	\$	-	\$	565.00				
	\$0.00	\$1,245.35	Det Sgt	P80	P80-4	\$	43.38	\$	1.55	\$	90,236.37	\$	0.00	\$	3,219.62	\$	-	P80-4	\$	43.38	\$	90,236.37		\$	-	\$	-	\$	1,053.00				
	\$0.00	\$45.13	Detective	P45	P45-6	\$	39.75	\$	1.42	\$	82,683.47	\$	0.00	\$	2,950.13	\$	-	P45-6	\$	39.75	\$	82,683.47		\$	-	\$	-	\$	565.00				
	\$0.00	\$45.13	Detective	P45	P45-6	\$	39.75	\$	1.42	\$	82,683.47	\$	0.00	\$	2,950.13	\$	-	P45-6	\$	39.75	\$	82,683.47		\$	-	\$	-	\$	565.00				
	\$0.00	\$45.13	Detective	P45	P45-6	\$	39.75	\$	1.42	\$	82,683																						

Employee Name		Add Pays Diff	25 Total Earning wage plus add pays	FY25 Base Placement	FY25 Placement HARD COPY NUMBER	Increase earnings of wages and add pays	step comparison
2		(\$65.00)	\$ 69,142.60	\$ 70,842.45	\$ 70,842.45	\$ 1,699.85	8
3		(\$65.00)	\$ 69,142.60	\$ 70,842.45	\$ 70,842.45	\$ 1,699.85	8
4		(\$485.00)	\$ 70,092.60	\$ 74,306.95	\$ 74,306.95	\$ 4,214.35	8
5		(\$505.00)	\$ 69,342.60	\$ 71,102.45	\$ 71,102.45	\$ 1,759.85	8
6		(\$485.00)	\$ 63,997.80	\$ 69,392.54	\$ 69,392.54	\$ 5,394.74	3
7		(\$490.00)	\$ 63,872.80	\$ 69,262.54	\$ 69,262.54	\$ 5,389.74	3
8		(\$565.00)	\$ 64,233.80	\$ 68,612.54	\$ 68,612.54	\$ 4,378.74	4
9		(\$565.00)	\$ 64,233.80	\$ 68,612.54	\$ 68,612.54	\$ 4,378.74	4
10		(\$480.00)	\$ 66,972.40	\$ 69,522.54	\$ 69,522.54	\$ 2,550.14	6
11		(\$565.00)	\$ 66,147.40	\$ 68,612.54	\$ 68,612.54	\$ 2,465.14	6
12		(\$495.00)	\$ 67,595.80	\$ 69,132.54	\$ 69,132.54	\$ 1,536.74	7
13		(\$485.00)	\$ 69,364.60	\$ 74,306.95	\$ 74,306.95	\$ 4,942.35	-1
14		(\$495.00)	\$ 69,114.60	\$ 74,046.95	\$ 74,046.95	\$ 4,932.35	-1
15		(\$495.00)	\$ 68,864.60	\$ 71,362.45	\$ 71,362.45	\$ 2,497.85	-1
16		(\$485.00)	\$ 69,114.60	\$ 71,622.45	\$ 71,622.45	\$ 2,507.85	-1
17		(\$485.00)	\$ 71,070.20	\$ 74,306.95	\$ 74,306.95	\$ 3,236.75	0
18		(\$495.00)	\$ 70,570.20	\$ 71,362.45	\$ 71,362.45	\$ 792.25	0
19		(\$485.00)	\$ 71,070.20	\$ 74,306.95	\$ 74,306.95	\$ 3,236.75	0
20		(\$495.00)	\$ 72,546.60	\$ 76,436.58	\$ 76,436.58	\$ 3,889.98	0
21		(\$565.00)	\$ 71,846.60	\$ 73,144.83	\$ 73,144.83	\$ 1,298.23	0
22		(\$535.00)	\$ 72,196.60	\$ 76,046.58	\$ 76,046.58	\$ 3,849.98	0
23		(\$565.00)	\$ 73,178.20	\$ 75,916.58	\$ 75,916.58	\$ 2,738.38	1
24		(\$565.00)	\$ 72,928.20	\$ 73,144.83	\$ 73,144.83	\$ 216.63	1
25		(\$485.00)	\$ 73,628.20	\$ 73,924.83	\$ 73,924.83	\$ 296.63	1
26		(\$485.00)	\$ 73,628.20	\$ 73,924.83	\$ 73,924.83	\$ 296.63	1
27		(\$565.00)	\$ 74,259.80	\$ 78,194.07	\$ 78,194.07	\$ 3,934.27	1
28		(\$565.00)	\$ 82,787.40	\$ 87,608.12	\$ 87,608.12	\$ 4,820.72	0
29		(\$565.00)	\$ 82,787.40	\$ 87,608.12	\$ 87,608.12	\$ 4,820.72	0
30		(\$565.00)	\$ 84,035.40	\$ 87,608.12	\$ 87,608.12	\$ 3,572.72	1
31		(\$1,053.00)	\$ 85,771.40	\$ 90,236.37	\$ 90,236.37	\$ 4,464.97	1
32		(\$565.00)	\$ 79,688.20	\$ 82,683.47	\$ 82,683.47	\$ 2,995.27	4
33		(\$565.00)	\$ 79,688.20	\$ 82,683.47	\$ 82,683.47	\$ 2,995.27	4
34		(\$565.00)	\$ 79,688.20	\$ 82,683.47	\$ 82,683.47	\$ 2,995.27	4
35		(\$565.00)	\$ 72,096.60	\$ 78,622.94	\$ 78,622.94	\$ 6,526.34	0
36		(\$480.00)	\$ 72,671.60	\$ 76,761.19	\$ 76,761.19	\$ 4,089.59	0
37		(\$565.00)	\$ 72,096.60	\$ 78,622.94	\$ 78,622.94	\$ 6,526.34	0
38		(\$973.00)	\$ 74,116.20	\$ 78,906.73	\$ 78,906.73	\$ 4,790.53	0
39		(\$560.00)	\$ 74,134.80	\$ 78,256.73	\$ 78,256.73	\$ 4,121.93	1
40		(\$565.00)	\$ 74,009.80	\$ 78,126.73	\$ 78,126.73	\$ 4,116.93	1
41		(\$943.00)	\$ 75,547.80	\$ 81,891.62	\$ 81,891.62	\$ 6,343.82	1
42		(\$973.00)	\$ 75,447.80	\$ 81,761.62	\$ 81,761.62	\$ 6,313.82	1
43		(\$1,053.00)	\$ 74,497.80	\$ 78,126.73	\$ 78,126.73	\$ 3,628.93	1
44		(\$1,053.00)	\$ 74,747.80	\$ 80,981.62	\$ 80,981.62	\$ 6,233.82	1
45		(\$1,053.00)	\$ 75,850.20	\$ 83,411.07	\$ 83,411.07	\$ 7,560.87	1
46		(\$1,048.00)	\$ 75,725.20	\$ 80,600.53	\$ 80,600.53	\$ 4,875.33	1
47		(\$1,023.00)	\$ 78,196.60	\$ 85,834.88	\$ 85,834.88	\$ 7,638.28	2
48		(\$485.00)	\$ 54,617.00	\$ 62,263.97	\$ 62,263.97	\$ 7,646.97	-1
49		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
50		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
51		(\$495.00)	\$ 54,367.00	\$ 62,003.97	\$ 62,003.97	\$ 7,636.97	-1
52		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
53		(\$495.00)	\$ 54,367.00	\$ 62,003.97	\$ 62,003.97	\$ 7,636.97	-1
54		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
55		(\$495.00)	\$ 54,367.00	\$ 62,003.97	\$ 62,003.97	\$ 7,636.97	-1
56		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
57		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
58		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
59		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
60		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
61		(\$565.00)	\$ 53,917.00	\$ 61,483.97	\$ 61,483.97	\$ 7,566.97	-1
62		(\$485.00)	\$ 57,529.40	\$ 64,954.97	\$ 64,954.97	\$ 7,425.57	-1
63		(\$485.00)	\$ 57,279.40	\$ 62,263.97	\$ 62,263.97	\$ 4,984.57	-1
64		(\$565.00)	\$ 56,579.40	\$ 61,483.97	\$ 61,483.97	\$ 4,904.57	-1
65		(\$560.00)	\$ 56,704.40	\$ 61,613.97	\$ 61,613.97	\$ 4,909.57	-1
66		(\$565.00)	\$ 59,387.40	\$ 61,483.97	\$ 61,483.97	\$ 2,096.57	-1
67		(\$565.00)	\$ 60,864.20	\$ 61,483.97	\$ 61,483.97	\$ 619.77	0
68		(\$565.00)	\$ 60,864.20	\$ 61,483.97	\$ 61,483.97	\$ 619.77	0
69		(\$485.00)	\$ 61,564.20	\$ 62,263.97	\$ 62,263.97	\$ 699.77	0
70		(\$485.00)	\$ 61,564.20	\$ 62,263.97	\$ 62,263.97	\$ 699.77	0
71		(\$565.00)	\$ 60,864.20	\$ 61,483.97	\$ 61,483.97	\$ 619.77	0
72		(\$485.00)	\$ 61,814.20	\$ 64,954.97	\$ 64,954.97	\$ 3,140.77	0
73		(\$485.00)	\$ 63,061.80	\$ 64,415.91	\$ 64,415.91	\$ 1,354.11	0
74		(\$560.00)	\$ 62,486.80	\$ 63,765.91	\$ 63,765.91	\$ 1,279.11	0
75		(\$455.00)	\$ 63,411.80	\$ 67,331.09	\$ 67,331.09	\$ 3,919.29	0
76		(\$565.00)	\$ 62,361.80	\$ 63,635.91	\$ 63,635.91	\$ 1,274.11	0
77		(\$495.00)	\$ 62,811.80	\$ 64,155.91	\$ 64,155.91	\$ 1,344.11	0
78		(\$565.00)	\$ 62,361.80	\$ 63,635.91	\$ 63,635.91	\$ 1,274.11	0
79		(\$565.00)	\$ 62,611.80	\$ 66,421.09	\$ 66,421.09	\$ 3,809.29	0
80		(\$565.00)	\$ 62,361.80	\$ 63,635.91	\$ 63,635.91	\$ 1,274.11	0
81		(\$485.00)	\$ 63,311.80	\$ 67,201.09	\$ 67,201.09	\$ 3,889.29	0
82		(\$495.00)	\$ 63,061.80	\$ 66,941.09	\$ 66,941.09	\$ 3,879.29	0
83		(\$565.00)	\$ 62,361.80	\$ 63,635.91	\$ 63,635.91	\$ 1,274.11	0
84		(\$565.00)	\$ 63,297.80	\$ 63,635.91	\$ 63,635.91	\$ 338.11	1
85		(\$465.00)	\$ 64,097.80	\$ 67,071.09	\$ 67,071.09	\$ 2,973.29	1
86		(\$565.00)	\$ 78,835.40	\$ 81,823.03	\$ 81,823.03	\$ 2,987.63	-1
87		(\$1,053.00)	\$ 79,323.40	\$ 81,823.03	\$ 81,823.03	\$ 2,499.63	-1
88		(\$943.00)	\$ 80,373.40	\$ 85,417.53	\$ 85,417.53	\$ 5,044.13	-1
89		(\$485.00)	\$ 92,785.40	\$ 95,893.41	\$ 95,893.41	\$ 3,108.01	4
90		(\$495.00)	\$ 83,237.40	\$ 85,002.28	\$ 85,002.28	\$ 1,764.88	0
91		(\$565.00)	\$ 84,035.40	\$ 84,482.28	\$ 84,482.28	\$ 446.88	1
92		(\$485.00)	\$ 86,233.40	\$ 90,651.65	\$ 90,651.65	\$ 4,418.25	1
93		(\$53,598.00)	\$ 6,166,068.00	\$ 6,524,734.00	\$ 6,524,734.00	\$ 358,666.00	
94		\$ 76,705.48	\$ 1,576,046.98	\$ 1,624,006.29	\$ 1,624,006.29	\$ 47,959.31	
GENERAL INVESTIGATIONS		\$ -	\$ 7,742,114.98	\$	\$ 8,148,740.29	\$ 406,625.31	
		\$ -		\$	\$ 406,625.31	\$ 406,625.31	

Police Negotiations FY2026

City of Pocatello Proposals April 1, 2025

Session #2

CITY OF
POCATELLO

1

City Proposal #10

Amendment: Article 11 & Article 12

Holidays, Vacation, and Sick Leave

- Adjust vacation and holiday time to one accrual bank
- add Trauma Recovery/Mental Health Time

CITY OF
POCATELLO

2

CITY OF

POCATELLO**PROPOSAL #10**

AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

ARTICLE 11 – Employee Leave**Section 1. Recognized Holidays**

The following is a list of the annual 12 recognized holidays for members of the Bargaining Unit.

New Year's	Martin Luther King, Jr. Day	President's Day
Memorial Day	Labor Day	Juneteenth
Independence Day	Veterans Day	Thanksgiving Day
Friday following Thanksgiving	Christmas Day	Floating Holiday *

*The floating holiday is a day designated by an member and not a set day of the year

Section 2. Holiday Hours Accrual Rate

Holidays listed in Section 1 are defined as an 8-hour day for 40-hour employees, 6-hours for 30-hour employees, and a 4-hour day for 20-hour employees. Holiday hours will be accrued per pay period and will be included in the Police Vacation/Holiday Accrual bank.

ACCURAL CHART 1 HOLIDAY TIME

Employee Category	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
Recognized Holidays converted to hours	12 holidays x 8 = 96 hours 96 hours / 26 pay periods = 3.6923	12 holidays x 6 = 72 hours 72 hours / 26 pay periods = 2.73923	12 holidays x 4 = 48 hours 48 hours / 26 pay periods = 1.8461
Hours Accrued	3.70 hours per pay period	2.74 hours per pay period	1.85 hours per pay period

Item A. Policy Holiday Leave Bank Discontinued

With FY2026 Police Holiday hour allotment was discontinued as a separate leave type/bank. Any hours in the Police Holiday leave bank will expire on December 31, 2025, with no carryover to calendar year 2026 and any unused time will not pay out.

Item B. Floating Holiday Bank Discontinued

With FY2026 Floating Holiday allotment was discontinued as a separate leave type/bank. Any hours in the Floating Holiday leave bank will expire on December 31, 2025, with no carryover to calendar year 2026 and any unused time will not pay out.

Section 3. Working Holiday Pay Rate

If a member's scheduled shift includes the day designated for working holiday pay application, they will receive the working holiday pay rate of one-half (1 ½) times per hour for the scheduled shift worked.

Holiday Pay can only be applied on the holiday itself or the holiday observed, it cannot be paid twice per holiday.

*The floating holiday is a day designated by an employee – so there is no holiday time working rate paid for this day.

Item A. Actual vs Observed Holiday

- **Actual Holiday:** This is the actual day the holiday occurs (e.g., Christmas Day on December 25th).
- **Observed Holiday:** This is the day the holiday is officially celebrated by the City, which may fall on a different day (e.g., if Christmas Day falls on a Sunday, the City might observe it on the following Monday). A chart is available on the employee portal for each active calendar year.

CITY OF
PACATELLO
 PROPOSAL #10
 AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____
 TA Number: _____

City Rep: _____
 Heather Buchanan

Union Rep: _____
 Sean Peterson

Member Type	Shift Type	Actual Holiday Division Hours	Observed Holiday Division Hours	Working Holiday Pay Application
Sworn Officers	24 hours a day, 7 days a week, 365 days a year	Open	Open	actual holiday
Emergency Communications Officers	24 hours a day, 7 days a week, 365 days a year	Open	Open	actual holiday
Ordinance Enforcement Officers	7 days a week	Closed	Open	actual holiday Exception: Christmas and Thanksgiving working holiday pay will be applied on observed holiday
All other positions	5 days a week (Monday-Friday)	Closed	Closed	observed holiday

30 **Section 5. Holiday Call Out Pay**

31 When a member is called into work on a holiday listed in Section 1, the member shall receive pay at double (2x)
 32 rate of normal pay. The Floating Holiday is excluded from Holiday Call out. Holiday Call out is only applicable in
 33 situations that call for an emergency response;

5

30 **Section 5. Holiday Call Out Pay**

31 When a member is called into work on a holiday listed in Section 1, the member shall receive pay at double (2x)
 32 rate of normal pay. The Floating Holiday is excluded from Holiday Call out. Holiday Call out is only applicable in
 33 situations that call for an emergency response.

34 **Section 6. Accrual Eligibility**

35 Vacation, holiday, and sick leave accrual benefits are only available to members who are employed to work more
 36 than 20 hours per week.

37 Accruals do not occur for members on a leave of absence without pay, suspension without pay, layoff, military
 38 time without pay, and accruals do not increase when a member is working overtime.

39 **Section 7. Vacation Accrual Rate**

40 Vacation is accrued each pay period. Changes in vacation accruals begin in January of the fiscal year in which
 41 a member's years of service reach the new threshold. Members who have left employment with the City and
 42 then are rehired will use their most recent hire date for accruals, there is no bridging of time.

43 This table and the holiday table are combined for the system accrual calculation.

44 **ACCURAL CHART 2 VACATION**

45 *Employees Hired December 8, 2008 and After – CURRENT ACCURAL LEVELS*

Years of Service	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
1 through 5	4.00	3.00	2.00
6 through 10	4.93	3.70	2.47
11 through 15	5.85	4.39	2.93
16 through 20	7.08	5.31	3.54
21 or more	7.70	6.00	3.85

6

CITY OF

PACATELLO

PROPOSAL #10

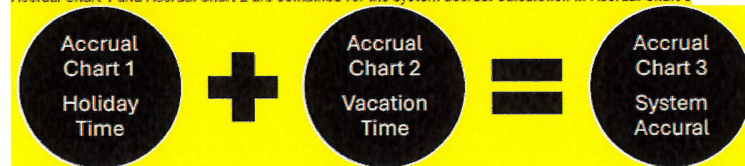
AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____
TA Number: _____City Rep: _____
Heather BuchananUnion Rep: _____
Sean Peterson46 **Employees Hired Prior to December 8, 2008 HISTORICAL LEVELS**

Years of Service	Full Time 40 Hours	Half Time 30 Hours	Part Time 20 Hours
1 through 5	4.00	3.00	2.00
6 through 10	4.93	3.70	2.47
11 through 15	5.85	4.39	2.93
16 through 20	7.08	5.31	3.54
21 through 25	8.00	6.00	4.00
26 or more	9.24	6.93	4.62

47 **Section 8. Vacation/Holiday Accrual System Calculation**48 The system accrual column is the time that will be processed in the system and is a combination of the holiday
49 hours and vacation accrual rates.

50 Accrual Chart 1 and Accrual Chart 2 are combined for the system accrual calculation in Accrual Chart 3



51

7

52 **ACCURAL CHART 3**53 **CURRENT ACCURAL LEVELS: Employees Hired December 8, 2008 and After**

Years of Service	Full Time 40 Hours			Half Time 30 Hours			Part Time 20 Hours		
	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual
1 through 5	4.00	3.70	7.70	3.00	2.70	5.7	2.00	1.85	3.85
6 through 10	4.93	3.70	8.63	3.70	2.70	6.4	2.47	1.85	4.32
11 through 15	5.85	3.70	9.55	4.39	2.70	7.09	2.93	1.85	4.78
16 through 20	7.08	3.70	10.78	5.31	2.70	8.01	3.54	1.85	5.39
21 or more	7.70	3.70	11.4	6.00	2.70	8.70	3.85	1.85	5.70

8

CITY OF

POCATELLO

PROPOSAL #10

AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

54 **HISTORICAL LEVELS: Employees Hired Prior to December 8, 2008**

Years of Service	Full Time 40 Hours			Half Time 30 Hours			Part Time 20 Hours		
	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual	Vacation	Holiday	System Accrual
1 through 5	4.00	3.70	7.70	3.00	2.70	5.70	2.00	1.85	3.85
6 through 10	4.93	3.70	8.63	3.70	2.70	6.40	2.47	1.85	4.32
11 through 15	5.85	3.70	9.55	4.39	2.70	7.09	2.93	1.85	4.78
16 through 20	7.08	3.70	10.78	5.31	2.70	8.01	3.54	1.85	5.39
21 through 25	8.00	3.70	11.70	6.00	2.70	8.70	4.00	1.85	5.85
26 or more	9.24	3.70	12.94	6.93	2.70	9.63	4.62	1.85	6.47

55 **Section 9. Limit on Vacation/Holiday Accrual Bank**

56 Accumulated Vacation/Holiday time shall not exceed 400 hours at the calendar year's end. Any unused
 57 Vacation/Holiday leave over 400 hours shall be forfeited at midnight on December 31 of each year. There will
 58 be no payoffs for those excess hours at the end of the calendar year, nor can excess hours be carried over to
 59 the following year.

9

55 **Section 9. Limit on Vacation/Holiday Accrual Bank**

56 Accumulated Vacation/Holiday time shall not exceed 400 hours at the calendar year's end. Any unused
 57 Vacation/Holiday leave over 400 hours shall be forfeited at midnight on December 31 of each year. There will
 58 be no payoffs for those excess hours at the end of the calendar year, nor can excess hours be carried over to
 59 the following year.

60 **Section 10. Vacation/Holiday Payout**61 **Item A. Separation of Employment: Termination, Resignation, Layoff, or Retirement**

62 The CITY shall pay all Bargaining Unit members' accrued Vacation/Holiday time and compensatory time
 63 (excluding any compensatory time specifically identified as arising from travel time reimbursement, at
 64 their hourly rate as of the date of their separation per the employee handbook as adopted.

65 **Item B. Death Benefit**

66 If death occurs while the employee is still in the City service, the beneficiary listed on the employee's
 67 insurance enrollment paperwork will be paid all accrued Vacation/Holiday time and compensatory time
 68 available to the deceased member as of the date of death without application of any caps or limitations.

69 **Section 11. Sick Leave Accrual**

70 Sick Leave is provided as insurance and income protection against a member's inability to work because of non-
 71 job-related illness/injury, pregnancy/maternal. Sick leave may not be used for any absences occurring during
 72 the final week of employment unless a doctor's statement is presented prior to the time that the member's final
 73 check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or discharge.
 74 Sick leave is accrued during each pay period as follows:

40-Hour Per Pay Period	30-Hour Per Pay Period	20-Hour Per Pay Period
3.70	2.77	1.86

10

CITY OF

PACATELLO

PROPOSAL #10

AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____

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Sean Peterson

75 Accruals do not occur for members on a leave of absence without pay, suspension without pay, layoff, military
 76 time without pay, and accruals do not increase when a member is working overtime.

77 **Section 12. Sick Leave Payout**

78 When a member, who is eligible for retirement benefits through the Idaho Public Employees Retirement System,
 79 retires from CITY employment, or if a Bargaining Unit member is killed in the line of duty, they or their
 80 beneficiary shall be entitled to receive the value of their accumulated sick leave calculated as follows:

- 81 1. The value shall be based upon the then current hourly rate of pay for the retiring or deceased bargaining
 82 unit member multiplied by the number of hours accumulated.
- 83 a. The individual shall be paid 20% of the value for the first 400 hours of accumulated sick time;
- 84 b. The individual shall be paid 30% of the value for 401 through 800 accumulated sick hours; and,
- 85 c. The individual shall be paid 40% for the value of all accumulated sick hours exceeding 801.

86 **Section 13. Trauma Recovery/Mental Health Time**

NOTE: This Benefit is contingent on all members returning to the standard EAP Program and the
 Enhanced program ending for all members.

11

87 The use of Trauma Recovery/Mental Health Time may be granted after a sworn officer experiences a traumatic
 88 event in the course and scope of employment. Traumatic events that may occur within a sworn officer's career
 89 can have varying degrees of severity and effect on any one individual. Each officer may experience the same
 90 type of traumatic event differently. Below is a non-exhaustive list of possible examples of traumatic events in
 91 the course and scope of employment that can influence an officer's mental health.

- 92 • Fatal accident call
- 93 • Homicide
- 94 • Suicide response call
- 95 • In-custody death of a suspect
- 96 • Use of force resulting in major bodily injury to suspect
- 97 • Participation in recovery efforts related to a terrorist attack
- 98 • Major disasters which may include response to weather related events involving multiple casualties or
- 99 explosions with multiple casualties
- 100 • Search and recovery missions involving multiple casualties
- 101 • Incidents involving multiple casualties which may include shootings or traffic accidents
- 102 • Officer(s) involved shooting of a person

103 When such a traumatic event does occur while in the course and scope of employment, it is important for
 104 management staff to recognize the fact that some members may be negatively affected and need to be away
 105 from work to appropriately process the traumatic incident and perhaps seek mental health assistance from a
 106 professional.

107 Sworn officers, who experience a traumatic event while acting in the course of their employment, are eligible to
 108 apply for up to 40 hours per calendar year to deal with processing after a traumatic event. If additional time
 109 beyond 40 hours is necessary, the employee must use accrued leave unless the leave is determined to be
 110 covered under workers' compensation.

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12

CITY OF



PROPOSAL #10

AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

111 **Item A. Request and Approval Process**

112 A sworn officer directly involved in a traumatic event may request the use of a Trauma Recovery/Mental
 113 Health Time. The request shall be made in writing through the chain of command. The request shall be
 114 treated as a priority matter and a decision on the granting of the leave shall be made as soon as
 115 possible. The request shall be granted unless the chain of command can articulate specific compelling
 116 reasons to deny granting leave.

117 Any time above the 40 hours per year will need to follow sick leave and FMLA policies.

118 **Item B. Effect on Paid Leave Balances and Benefits**

119 The City will not reduce an eligible employee's vacation or sick accruals, compensatory time earned, or
 120 other paid leave balance for mental health leave taken in accordance with this policy.

121 While utilizing mental health leave, employees will continue to earn all benefits, seniority, and applicable
 122 special pay. Unused mental health leave will not roll over or accrue on a continual basis.

123 This policy does not replace the potential need for administrative leave, which differs from mental
 124 health leave. A decision to place an Officer on administrative leave related to a critical incident is and
 125 shall remain separate from Trauma Recovery/Mental Health time requests.

13

216 **Item C. Confidentiality of Request**

- 217 ○ Any request for mental health leave shall be treated as strictly confidential by all parties
- 218 involved and shall not be discussed or disclosed outside the officer's immediate chain of
- 219 command, and only as necessary to facilitate the use of the leave.
- 220 ○ Any officer or supervisor who becomes aware of behavioral changes and suggests the officer
- 221 seeks mental health leave shall not discuss that matter with any third party.
- 222 ○ Any breach of this confidentiality shall be grounds for discipline.
- 223 ○ Confidentiality may be waived by the officer seeking mental health leave.
- 224 ○ Confidentiality may be waived under circumstances which indicate the officer is a danger to
- 225 themselves or others and department personnel must confer with mental health professionals.
- 226 ○ All requests for mental health leave will be approved with those needing to know for time and
- 227 attendance records.

218 **Item D. Management Responsibilities**

219 Police Management shall privately meet with any individual who has experienced a traumatic event
 220 while in the course and scope of employment. Supervisors should ensure the employee will be
 221 supported as much as possible after experiencing the event. In addition, it is important for supervisors
 222 to determine if there is a need for the employee to use mental health leave. If a supervisor determines
 223 the employee may need advice and help from a crisis intervention professional, this should occur as
 224 quickly as possible.

215 **Item E. Documenting Mental Health Leave**

216 Once an employee has been granted Trauma Recovery/Mental Health Time, the supervisor will notify
 217 the Human Resources Director in writing to allocate the leave timebank. Any Trauma Recovery/Mental
 218 Health Time hours granted will be used concurrently and will be removed from the bank after 2 weeks
 219 from the date of incident, at the conclusion of payroll processing. If the employee needs time for

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 PROPOSAL #10
 AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____
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 Sean Peterson

- 150 another event they will follow the same request process, however the 40 hours is a per year bank, that
 151 has no payout or carryover between calendar years.
- 152 **Item F. Return to Work**
- 153 In addition, the employee may be required to submit to a fitness for duty examination before being
 154 allowed to return to work.
- 155 **Item G. Extension Requests**
- 156 If time is requested above the allocated 40 hours of leave, then the employee has the option of FMLA, or
 157 ADA leave pursuant to the City Personnel Policy Handbook.
- 158
- 159 **Added Language**
~~Move to another section.~~ Moved from the PAR

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CITY OF
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 AMENDMENT of Article 11 – Holidays and Article 12 – Vacation

TA Date: _____
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 City Rep: _____
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CURRENT LANGUAGE

ARTICLE 11 – HOLIDAYS

Section 1. Recognized Holidays

The following is a list of the annual recognized holidays for members of the Bargaining Unit.

New Year's Day	President's Day
Martin Luther King's Birthday	Memorial Day
July 4 th	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day
Juneteenth	Floating Holiday

Section 2. Working Holiday Pay Rate

When a member is required to work on an official holiday, he/she shall be paid at the rate of one-half (1 ½) times per hour for the scheduled shift worked and shall also receive compensatory time of one hour for each hour worked. If the holiday falls on a regularly-scheduled day off for the member who is required to work that shift, the member will take a day off at a later date at a time scheduled by the Department.

Section 3. Holiday Call Out Pay

When a member is called into work on a holiday listed in Section 1, the member shall receive pay at double (2x) rate of normal pay.

ARTICLE 12 – VACATION

Section 1. Eligibility

Vacation benefits are only available to members who are employed to work more than 20 hours per week. Vacation benefits shall not accrue for those members with respect to leave of absence without pay, suspension without pay, layoff, or when working overtime.

Section 2. Vacation Accrual

Vacation is accrued each pay period. Changes in vacation accruals begin in January of the fiscal year in which a member's years of service reach the new threshold. Members currently employed, or hired, on or before December 7, 2008, will accrue vacation pursuant to VACATION SCHEDULE "A."

Years of Service	Full Time Hours Per Pay Period (40 hours +)	Half Time Hours Per Pay Period (Greater than 20 hours)
1 through 5	4.00	2.00
6 through 10	4.93	2.47
11 through 15	5.85	2.93
16 through 20	7.08	3.54
21 through 25	8.00	4.00
26 or more	9.24	4.62

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 PROPOSAL #10
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 City Rep: _____
 Heather Buchanan
 Union Rep: _____
 Sean Peterson

For all members hired, or who commence working, after December 8, 2008, vacation will accrue pursuant to VACATION SCHEDULE "B."

VACATION SCHEDULE "B"		
Years of Service	Full Time Hours Per Pay Period (40 Hours +)	Half Time Hours Per Pay Period (Greater than 20 hours)
1 through 5	4.00	2.00
6 through 10	4.93	2.47
11 through 15	5.85	2.93
16 through 20	7.08	3.54
21 or more	7.70	3.85

Section 3. Limit on Vacation

Accumulated vacation shall not exceed 400 hours at the calendar year's end. Any unused vacation leave over 400 hours shall be forfeited at midnight on December 31 of each year. There will be no payouts for those excess hours at the end of the calendar year, nor can excess hours be carried over to the following year.

Section 4. Vacation Payout Upon Termination, Resignation, Death, or Retirement from Employment

The CITY shall pay all Bargaining Unit members' accrued vacation time and compensatory time (excluding any compensatory time specifically identified as arising from travel time reimbursement) at their hourly rate as of the date of their termination, resignation, death, or retirement per the employee handbook as adopted.

In the event that a Bargaining Unit member is killed in the line of duty, their beneficiary shall be paid all accrued vacation time and compensatory time available to the deceased member as of the date of death without application of any caps or limitations, and ordinance

ARTICLE 13 - SICK LEAVE

Section 1. Sick Leave Accrual

- 1 Sick Leave is provided as an insurance and income protection against a member's inability to work because of
- 2 non-job-related illness/injury, pregnancy/maternal. Sick leave may not be used for any absences occurring
- 3 during the final week of employment unless a doctor's statement is presented prior to the time that member's
- 4 final check is disbursed. No cash payment shall be made for unused sick leave upon resignation, layoff or
- 5 discharge. Sick leave is accrued during each pay period as follows:
- 6 o Full-time - 3.70 hours
- 7 o Half-time - 1.86 hours
- 8 Sick leave shall not accrue for any member on leave of absence without pay, suspension
- 9 without pay, or when working overtime.

Section 2. Sick Leave Payout

- 1 When a member, who is eligible for retirement benefits through the Idaho Public Employees
- 2 Retirement System, retires from CITY employment, or if a Bargaining Unit member is killed in the line of

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CITY OF
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 PROPOSAL #10
 AMENDMENT of Article 11 - Holidays and Article 12 - Vacation

TA Date: _____
 TA Number: _____
 City Rep: _____
 Heather Buchanan
 Union Rep: _____
 Sean Peterson

- 174 duty, they or their beneficiary shall be entitled to receive the value of their accumulated sick leave
- 175 calculated as follows:
- 176 2. The value shall be based upon the then current hourly rate of pay for the retiring or deceased
- 177 bargaining unit member multiplied by the number of hours accumulated.
- 178 a. The individual shall be paid 20% of the value for the first 400 hours of accumulated sick
- 179 time;
- 180 b. The individual shall be paid 30% of the value for 401 through 800 accumulated sick
- 181 hours; and,
- 182 c. The individual shall be paid 40% for the value of all accumulated sick hours exceeding
- 183 801.

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City Proposal #11

Amendment: Article 7, Section 17
Remove language addressing no
longer used add pay

CITY OF
POCATELLO

19

CITY OF
POCATELLO

PROPOSAL #11
AMENDMENT Article #7 Compensation
Section 17. Add Pay

TA Date: _____
TA Number: _____

City Rep: _____
Heather Buchanan

Union Rep: _____
Sean Peterson

Section 17. Add Pay

~~With the removal of the Bargaining Unit member's longevity and retention bonus, the CITY will institute an "add pay line" to those employees whose annual pay will be less than their FY2016 annual compensation.~~

~~ADD PAY will be computed by taking the FY2016 annual salary, FY2016 annual longevity, FY2016 retention bonus values and subtracting from that the agreed upon annual pay and dividing the difference into the 26 pay periods in the following year.~~

~~This add pay line will continue to be implemented until the employee separates from the CITY, receives pay raises or promotions that brings the employee to a zero sum.~~

Added Language

Move to another section

Removed Language

Moved from the PAR

20

City Proposal #12

Amendment: Article 8, Section 7 Direct Deposit

CITY OF
POCATELLO

21

CITY OF
POCATELLO

PROPOSAL #12

AMENDMENT Article #8 Work Period and Overtime Pay
Section 7. Direct Deposit

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

Section 7. Direct Deposit

~~Bargaining Unit members shall participate in the mandatory payroll direct deposit program. The CITY will direct a member's payroll to a financial institution of the member's choice. A financial institution must be designated within thirty (30) days of hire. This plan shall make the member's deposit available no later than the normal pay date. Paycheck stubs will accurately itemize and display income and deductions.~~

All members shall participate in mandatory direct payroll deposit. First pay checks, and any checks that occur after a direct deposit account change, may result in paper check or a pre-paid card due to the pre-note process utilized to accurately check bank account validity. This plan shall make the members' deposit available no later than the normal pay date. Paycheck stubs will be based on the City's financial system standard. Options to receive a pay stub may include an email or access to a secure employee portal.

Added Language

Move to another section

Removed Language

Moved from the PAR

22

City Proposal #13

Amendment: Article 7 Step Movements

CITY OF
POCATELLO

23

CITY OF
POCATELLO

PROPOSAL #13

AMENDMENT Article #7 Compensation – Step Increases

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

1 Section 15. ~~Sworn Step Increases and Probationary Periods~~

2 ~~Effective 2022 sworn officers who have successfully completed the required introductory/probationary~~
3 ~~period of employment are entitled to receive any associated step increase in compensation effective on the first~~
4 ~~day of the new fiscal year.~~

5 ~~a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long.~~
6 ~~Management has the right to extend Probationary/Introductory Periods for six (6) additional~~
7 ~~months.~~

8 ~~b. Sworn officers entitled to automatic rank advancement and any corresponding automatic rank/pay~~
9 ~~grade advancement shall be made on the anniversary date of the automatic rank promotion.~~

10 ~~c. Any sworn officer promoted in October of 2020 who had a 1-year probationary period will be~~
11 ~~eligible for a step in FY2022 at the conclusion of their probationary period.~~

12 ~~Sworn officers who have not completed the required introductory/probationary period for promotions will only~~
13 ~~receive a step on fiscal year. There are no midyear steps granted.~~

14 Section 16. ~~Non-sworn/Civilian Step Advancements~~

15 ~~All civilian positions will receive the adopted hybrid scale increase and step movement, as determined~~
16 ~~by City Council. Employees at the scale maximum will receive no increase. Civilian employees who are still in~~
17 ~~their introductory/probationary period are not eligible for step increase, there are no midyear steps granted.~~

24

- 18 Effective with FY2026, sworn officers within an introductory period are eligible for a step movement at fiscal
 19 year if they are not at the scale max.
- 20 Effective with FY2026, Civilian members, on the general pay scale, within an introductory period are eligible for a
 21 step movement, if steps are granted by City Council, at fiscal year if they are not at the scale max.
- 22 There are no midyear steps granted and there is no retro step given for previous fiscal years.

Added Language

~~Move to another section~~

Removed Language

Moved from the PAR

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25

City Proposal #14

Amendment: Article 7
 Section 10: SRO and D.A.R.E.

CITY OF
POCATELLO

26

CITY OF



PROPOSAL #14

AMENDMENT Article #7 Compensation, Section 10

TA Date: _____

TA Number: _____

City Rep: _____

Heather Buchanan

Union Rep: _____

Sean Peterson

1 Section 10. School Resource and D.A.R.E. Officers

2 ~~1. This Provision applies to the Support Services Division, D.A.R.E. Officers and School Resource~~
 3 ~~Officers holding those positions during the 2015-2016 school year and lasting until the completion~~
 4 ~~of their assignment. Any reassignment into a D.A.R.E. or SRO position after the completion of an~~
 5 ~~assignment that existed in 2015-2016 will fall under the 2017 rules.~~

6 ~~A. Officers assigned to the Community Services Division, as specified above, shall be paid at~~
 7 ~~a rate equivalent to the Pocatello Police Department Corporal rank.~~

8 ~~B. Overtime worked on duties specific to SRO shall be compensated for in the form of~~
 9 ~~compensatory time off (comp time) accrued at time and one-half for all hours so worked.~~
 10 ~~Sick leave hours are not considered time worked for the purpose of computing overtime.~~

11 ~~C. Overtime worked on duties not specific to SRO may be compensated by overtime pay or~~
 12 ~~comp time, at the officers' discretion. Sick leave hours are not considered time worked for~~
 13 ~~the purpose of computing overtime.~~

14 ~~D. Comp time off shall be taken, to the extent possible, only when school is not in session.~~

15 ~~2. This Provision applies to all D.A.R.E. Officers or School Resource Officers who replace current~~
 16 ~~officers in the 2016-2017 school years and subsequent years.~~

27

17 Officers assigned to the Community Services Division as D.A.R.E Officers and School Resource Officers
 18 ~~specified above~~ shall be paid at their current rank.

19 Overtime worked on duties specific to D.A.R.E Officers and School Resource Officers shall be compensated
 20 for in the form of compensatory time off (comp time) or Overtime accrued at time and one-half for all hours
 21 so worked. ~~Sick leave hours are not considered time worked for the purpose of computing overtime.~~

Added Language

~~Move to another section~~

Removed Language

Moved from the PAR

28

City Proposal #15

Amendment: Article 7 Section 7: Recruiting Education Incentives

CITY OF
POCATELLO

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CITY OF
POCATELLO

PROPOSAL #15

AMENDMENT Article #7 Compensation – Section 7

TA Date: _____

TA Number: _____

City Rep: _____
Heather Buchanan

Union Rep: _____
Sean Peterson

- 1 Section 7. ~~Education Incentives~~ Recruiting Education Incentive
- 2 It is agreed by and between the CITY and the UNION that it is beneficial for the members of the bargaining unit
- 3 to be highly educated. With that as a goal, the CITY agrees to provide a recruitment incentive, a current member
- 4 education incentive, and a Qualified Educational Assistance Reimbursement Program for members of the
- 5 Bargaining Unit to continue their education. Except as otherwise set out below, this provision applies to all
- 6 members of the Bargaining Unit. For all members of the Bargaining Unit hired after October 1, 2017 2025 who
- 7 have obtained or received a certificate or degree identified below prior to the date of their employment with the
- 8 CITY shall receive the following:
- 9 1. **Associates Degree** from an accredited educational institution ~~or a POST Officer Certificate~~: \$3,000
- 10 education incentive for one (1) year payable on the pay period following the first anniversary date of the
- 11 member's employment with the CITY. Such payment will only be paid so long as the member is a full-
- 12 time employee and remains a full-time employee of the CITY for the entire year. A copy of the certificate,
- 13 degree or transcript must be submitted with the payment request.
- 14 2. **POST Officer Certificate**: \$2,000 education incentive for two (2) years payable in consecutive years on
- 15 the pay period following the anniversary date of the member's employment with the CITY. Such
- 16 payments will only be paid as long as the member is a full-time employee and remains a full-time
- 17 employee of the CITY during each year such education incentive is paid. A copy of the certificate,
- 18 degree or transcript must be submitted with the payment request in year one.

30

- 19 3. **BA/BS Bachelor's Degree** from an accredited College or University: \$3,000 per year for four (4) years
20 payable in consecutive years on the **pay period following** anniversary date of the member's employment
21 with the CITY. Such payments will only be paid as long as the member is a full-time employee and
22 remains a full-time employee of the CITY during each year such education incentive is paid. **A copy of**
23 **the certificate, degree or transcript must be submitted with the payment request in year one.**
- 24 4. **Master's Degree** from an accredited College or University: \$5,000 per year for two (2) years payable in
25 consecutive years on the **pay period following** the anniversary date of the member's employment with
26 the CITY. Such payments will only be paid as long as the member is a full-time employee and remains a
27 full-time employee of the CITY during each year such education incentive is paid. **A copy of the**
28 **certificate, degree or transcript must be submitted with the payment request in year one.**
- 29 5. No Bargaining Unit member shall receive an education incentive payment, as set out above, for more
30 than one degree or certificate. At the time of employment, the Bargaining Unit member shall provide
31 proof of the degree or certificate and elect the degree upon which the yearly amount will be paid. Once
32 such election is made, it cannot be altered.
- 33 6. A member who elects to receive the existing education incentive, as set out above, waives the right to
34 receive any other educational **add pay** incentives set out herein during any year in which an educational
35 status education incentive is received. **This does not include the yearly education bonus.**
- 36 7. No member is eligible for Tuition Reimbursement CITY's Qualified Educational Assistance
37 Reimbursement Program while receiving a Recruiting Education Incentive payment, or in a schedule for
38 such payments.

Added Language

~~Move to another section~~

~~removed language~~

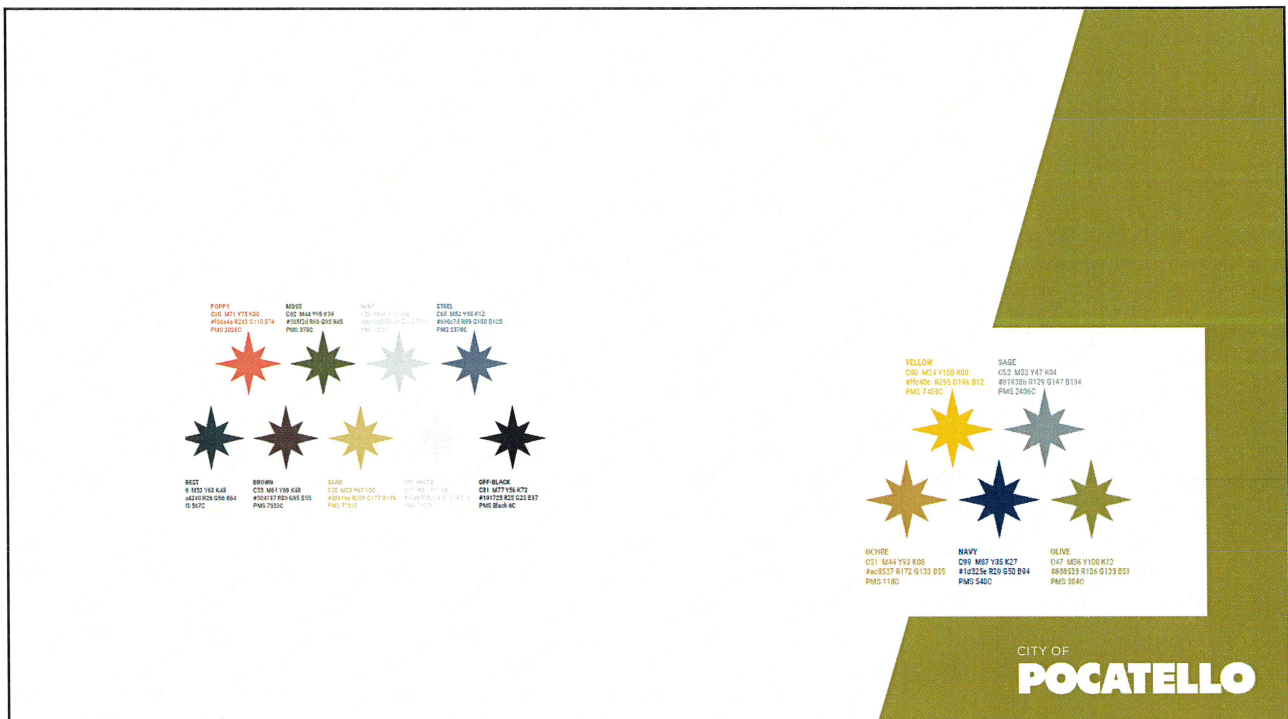
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31



32

CITY OF



PROPOSAL #7

REMOVE

- Article 15 Employee Assistance Program

TA Date: 4/1/25

TA Number: 9

City Rep: HB

Heather Buchanan

Union Rep: SP

Sean Peterson

ARTICLE 15 –EMPLOYEE ASSISTANCE PROGRAM

~~All Sworn Officers, Dispatchers, and Evidence Technicians are provided an enhanced Employee Assistance Program (EAP) which includes one (1) mandatory visit per fiscal year and up to 20 voluntary visits per incident. The one mandatory visit will be scheduled on shift or paid one (1) hour overtime. Any subsequent visits will be on the employees own time or by utilization of sick leave per CITY policy. In the event that a person has a medical diagnosis related to a condition for which EAP is being utilized, they can no longer continue with the EAP program for that condition and will need to utilize health benefits for treatment.~~

~~All other Civilian personnel will be participants in the standard EAP program offered by the CITY. All Sworn Officers, Dispatchers, and Evidence Technicians and their dependents will have access to EAP~~

Added Language

Removed Language

NOTE:

Due to low utilization and the fact that the criteria defined in the contract has not been met for over three years the City is proposing to return all members of the bargaining unit to the EAP program as defined by City Council each year. No language regarding EAP will be included in the CBA.



CITY OF
POCATELLO
PROPOSAL #8
AMENDMENT

- Article 19 – Social Security Replacement

TA Date: 4/1/25
TA Number: 10
City Rep: [Signature]
Heather Buchanan
Union Rep: [Signature]
Sean Peterson

Article 19 – Social Security Replacement

For bargaining unit members who are not covered under the Social Security system, the following provisions will be in place:

The City of Pocatello shall, in lieu of paying Social Security employer contributions, pay 6.2% of wages that would have been subject to Social Security taxes into the following account: PERSI choice 401k plan. The employee will pay a 6.0% match. Employees are eligible to contribute additional money to their PERSI Choice account but cannot drop below a 6% enrollment for the match. Those individual elections can be changed at any time and do not require a qualifying event.

The Parties believe that placement of the refund and matching amounts in the PERSI Choice 401(k) Plan allows such amounts to be treated as benefits and, therefore are not subject to Medicare tax, PERSI Base Plan payments, workers' compensation, or other taxes and payments.

Since sworn Bargaining Unit members are not covered under the Social Security System, the following provisions will be in place:

Section 1. Designated Match

~~The CITY of Pocatello shall, in lieu of paying Social Security employer contributions, pay up to 6.2% of wages that would have been subject to social security taxes into the following account: PERSI choice 401k plan. Provided the member provides a match according to the schedule below, the member will designate their desired match, expressed as a percentage of wages in whole percentage points up to 6%. The designated match is set at the rate indicated by sworn members during City insurance open enrollment in calendar year 2018. Sworn members may elect to change their percentage during the insurance benefit annual enrollment and it shall be effective for the following fiscal year.~~

~~The Parties agree that changes to PERSI Choice 401K contribution/election can only be made for qualified life-changing events within thirty (30) days which include: change in marital status, a change in the number of eligible children, change in benefits eligibility, or a change in a family member's benefits eligibility because of a change in his or her eligibility or coverage under another employer's plan. For those members who participate in the replacement program the CITY shall provide an additional 0.2% of wages that would have been subject to social security taxes for said employee to be placed into the employees PERSI choice 401K plan for the first 1% contribution; the schedule is as follows;~~

Member Contribution	City Match
0%	0%
1%	1.2%
2%	2.2%
3%	3.2%
4%	4.2%
5%	5.2%
6%	6.2%

Added Language

Removed Language

Average Enrollment Level:	5.32%	5.30%	5.35%
6%	80	79	70
5%	3	3	3
4%	4	4	4
3%	3	3	2
2%	3	2	1
1%	1	1	1
0%	5	6	5
Not Employed in FY	0	1	13

25 24 23

CITY OF



PROPOSAL #11

AMENDMENT Article #7 Compensation

Section 17. Add Pay

TA Date: 4/1/25

TA Number: 11

City Rep: [Signature]

Heather Buchanan

Union Rep: [Signature]

Sean Peterson

~~Section 17. Add Pay~~

~~With the removal of the Bargaining Unit member's longevity and retention bonus, the CITY will institute an "add pay line" to those employees whose annual pay will be less than their FY2016 annual compensation.~~

~~ADD PAY will be computed by taking the FY2016 annual salary, FY2016 annual longevity, FY2016 retention bonus values and subtracting from that the agreed upon annual pay and dividing the difference into the 26 pay periods in the following year.~~

~~This add pay line will continue to be implemented until the employee separates from the CITY, receives pay raises or promotions that brings the employee to a zero sum.~~

Added Language

Move to another section

Removed Language

Moved from the PAR

CITY OF



PROPOSAL #12

AMENDMENT Article #8 Work Period and Overtime Pay

Section 7. Direct Deposit

TA Date: 4/1/25

TA Number: 12

City Rep: HB

Heather Buchanan

Union Rep: SP

Sean Peterson

Section 7. Direct Deposit

~~Bargaining Unit members shall participate in the mandatory payroll direct deposit program. The CITY will direct a member's payroll to a financial institution of the member's choice. A financial institution must be designated within thirty (30) days of hire. This plan shall make the member's deposit available no later than the normal pay date. Paycheck stubs will accurately itemize and display income and deductions.~~

All members shall participate in mandatory direct payroll deposit. First pay checks, and any checks that occur after a direct deposit account change, may result in paper check or a pre-paid card due to the pre-note process utilized to accurately check bank account validity. This plan shall make the members' deposit available no later than the normal pay date. Paycheck stubs will be based on the City's financial system standard. Options to receive a pay stub may include an email or access to a secure employee portal.

Added Language

Move to another section

Removed Language

Moved from the PAR

PROPOSAL #13

AMENDMENT Article #7 Compensation – Step Increases

TA Date: 4/1/25TA Number: 13City Rep: HB
Heather BuchananUnion Rep: SP
Sean PetersonSection 15. ~~Sworn~~ Step Increases ~~and Probationary Periods~~

~~Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.~~

~~a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.~~

~~b. Sworn officers entitled to automatic rank advancement and any corresponding automatic rank/pay grade advancement shall be made on the anniversary date of the automatic rank promotion.~~

~~c. Any sworn officer promoted in October of 2020 who had a 1- year probationary period will be eligible for a step in FY2022 at the conclusion of their probationary period.~~

~~Sworn officers who have not completed the required introductory/probationary period for promotions will only receive a step on fiscal year. There are no midyear steps granted.~~

Section 16. ~~Non-sworn/Civilian Step Advancements~~

~~All civilian positions will receive the adopted hybrid scale increase and step movement, as determined by City Council. Employees at the scale maximum will receive no increase. Civilian employees who are still in their introductory/probationary period are not eligible for step increase, there are no midyear steps granted.~~

Effective with FY2026, sworn officers within an introductory period, are eligible for a step movement at fiscal year if they are not at the scale max. ^{even}

Effective with FY2026, Civilian members, on the general pay scale, within an introductory period are eligible for a step movement, if steps are granted by City Council, at fiscal year if they are not at the scale max.

There are no midyear steps granted and there is no retro step given for previous fiscal years.

Added Language

Move to another section

Removed Language

Moved from the PAR

PROPOSAL #14

AMENDMENT Article #7 Compensation, Section 10

TA Date: 4/1/25
TA Number: 14

City Rep: [Signature]
Heather Buchanan

Union Rep: [Signature]
Sean Peterson

Section 10. School Resource **and D.A.R.E.** Officers

~~1. This Provision applies to the Support Services Division, D.A.R.E Officers and School Resource Officers holding those positions during the 2015-2016 school year and lasting until the completion of their assignment. Any reassignment into a D.A.R.E or SRO position after the completion of an assignment that existed in 2015-2016 will fall under the 2017 rules.~~

~~A. Officers assigned to the Community Services Division, as specified above, shall be paid at a rate equivalent to the Pocatello Police Department Corporal rank.~~

~~B. Overtime worked on duties specific to SRO shall be compensated for in the form of compensatory time off (comp time) accrued at time and one-half for all hours so worked. Sick leave hours are not considered time worked for the purpose of computing overtime.~~

~~C. Overtime worked on duties not specific to SRO may be compensated by overtime pay or comp time, at the officers' discretion. Sick leave hours are not considered time worked for the purpose of computing overtime.~~

~~D. Comp time off shall be taken, to the extent possible, only when school is not in session.~~

~~2. This Provision applies to all D.A.R.E Officers or School Resource Officers who replace current officers in the 2016-2017 school years and subsequent years.~~

Officers assigned to the Community Services Division as **D.A.R.E Officers and School Resource Officers** ~~specified above~~ shall be paid at their current rank.

Overtime worked on duties specific to **D.A.R.E Officers and School Resource Officers** shall be compensated for in the form of compensatory time off (comp time) or Overtime accrued at time and one-half for all hours so worked. ~~Sick leave hours are not considered time worked for the purpose of computing overtime.~~

Added Language

~~Move to another section~~

~~Removed Language~~

Moved from the PAR

PROPOSAL #15

AMENDMENT Article #7 Compensation – Section 7

TA Date: 4/1/25
TA Number: 15
City Rep: HB
Heather Buchanan
Union Rep: SP
Sean Peterson

Section 7. ~~Education Incentives~~ Recruiting Education Incentive

~~It is agreed by and between the CITY and the UNION that it is beneficial for the members of the bargaining unit to be highly educated. With that as a goal, the CITY agrees to provide a recruitment incentive, a current member education incentive, and a Qualified Educational Assistance Reimbursement Program for members of the Bargaining Unit to continue their education. Except as otherwise set out below, this provision applies to all members of the Bargaining Unit.~~ For all members of the Bargaining Unit hired after October 1, ~~2017~~ 2025 who have obtained or received a certificate or degree identified below prior to the date of their employment with the CITY shall receive the following:

1. **Associates Degree** from an accredited educational institution ~~or a POST Officer Certificate~~: \$3,000 education incentive for one (1) year payable on the pay period following the first anniversary date of the member's employment with the CITY. Such payment will only be paid so long as the member is a full-time employee and remains a full-time employee of the CITY for the entire year. A copy of the certificate, degree or transcript must be submitted with the payment request.
2. **POST Officer Certificate**: \$2,000 education incentive for two (2) years payable in consecutive years on the pay period following the anniversary date of the member's employment with the CITY. Such payments will only be paid as long as the member is a full-time employee and remains a full-time employee of the CITY during each year such education incentive is paid. A copy of the certificate, degree or transcript must be submitted with the payment request in year one.
3. **BA/BS Bachelor's Degree** from an accredited College or University: \$3,000 per year for four (4) years payable in consecutive years on the pay period following anniversary date of the member's employment with the CITY. Such payments will only be paid as long as the member is a full-time employee and remains a full-time employee of the CITY during each year such education incentive is paid. A copy of the certificate, degree or transcript must be submitted with the payment request in year one.
4. **Master's Degree** from an accredited College or University: \$5,000 per year for two (2) years payable in consecutive years on the pay period following the anniversary date of the member's employment with the CITY. Such payments will only be paid as long as the member is a full-time employee and remains a full-time employee of the CITY during each year such education incentive is paid. A copy of the certificate, degree or transcript must be submitted with the payment request in year one.
5. No Bargaining Unit member shall receive an education incentive payment, as set out above, for more than one degree or certificate. At the time of employment, the Bargaining Unit member shall provide proof of the degree or certificate and elect the degree upon which the yearly amount will be paid. Once such election is made, it cannot be altered.
6. A member who elects to receive the existing education incentive, as set out above, waives the right to receive any other educational add pay incentives set out herein during any year in which an educational status education incentive is received. This does not include the yearly education bonus.
7. No member is eligible for Tuition Reimbursement CITY's Qualified Educational Assistance Reimbursement Program while receiving a Recruiting Education Incentive payment, or in a schedule for such payments.

Added Language

Move to another section

~~Removed Language~~

~~Moved from the PAR~~



PROPOSAL #9
AMENDMENT

- Article 15 – Probationary/Introductory Periods

TA Date: 4/1/25
TA Number: 116
City Rep: HB
Heather Buchanan
Union Rep: SP
Sean Peterson

In this proposal we are only addressing the definition of probationary periods. Any step movement language will be in a separate section.

Section 15. Sworn Step Increases and Probationary/Introductory Periods

Effective 2022 sworn officers who have successfully completed the required introductory/probationary period of employment are entitled to receive any associated step increase in compensation effective on the first day of the new fiscal year.

- ~~a. Introductory/ Probationary Periods for Sworn officer promotions will be six (6) months long. Management has the right to extend Probationary/Introductory Periods for six (6) additional months.~~

A probationary period is defined as a "period of evaluation of on-the-job performance to ascertain ability and fitness for continued employment". There will be no additional compensation for the completion of the probationary/introductory period.

	New Hire	New Hire Extension at Mgt discretion	Promotions	Promotion Extension at Mgt discretion
Sworn officers	12 months	6 additional months	12 months	6 additional months
Emergency Communications Officers	12 months	6 additional months	12 months	6 additional months
Ordinance Enforcement Officers	12 months	6 additional months	12 months	6 additional months
All Civilian Lead and Supervisor positions	12 months	6 additional months	12 months	6 additional months
All other Civilian Positions	6 months	6 additional months	6 months	6 additional months

Extension of Introductory Period

At the discretion of the Chief of Police, this probationary period may be extended as defined in the chart above, with the approval of Human Resources. Human Resources will review and approve a written statement from the Chief of Police, or their designee for the member's personnel file regarding the reason for the extension.

Members who are in a probationary period and are unable to complete the functions of their positions due to a worker's comp claim, light duty accommodation, FMLA*, ADA, an unpaid leave of absence*, or vacation/comp* time (*if more than 80 cumulative hours) may have their probationary time extended by the length of the member's leave. The time will be calculated at the end of the member's absence and added to the probationary/introductory period.

- Article 15 – Probationary/Introductory Periods

Termination of Employment While in Probationary/Introductory Period

During the probationary period, employees serve at-will. This means the employment relationship may be terminated by either party at any time, with or without notice, cause or due process. **If either the conduct or performance of duty, or both, of any probationer shall be found unsatisfactory, or if it is determined that retention would diminish efficiency and public service within the department, the Chief of Police will cause to be delivered to the probationer a written statement setting forth concerning the inadequacy of performance or conduct and the effective date of dismissal. The member may submit a written statement to be included in their personnel file.**

Terminations during or at the conclusion of an employee's probationary period require Human Resources and ICRMP approval prior to action being taken. A City benefits transition letter will be sent to the member explaining the transition of City benefits.

Added Language

Move to another section-~~Removed Language~~~~Moved from the PAR~~