

**ARTICLE #7**  
**BASE HOURLY RATE OF PAY**

**Section 1.**

**A. SWORN and NONSWORN PERSONNEL (Other Than Criminalists)**

The Wage Schedule set forth in Appendix D 1, 2,4 & 5 shall continue in full force and effect through 9/30/17.

Sworn, non-sworn and Criminalist personnel will receive a one-time lump sum payment equivalent to One Percent (1%) of their annual base rate of pay in effect as of August 9, 2017 less applicable withholdings. This lump sum payment is payable after ratification of this re-opener by both parties.

The Parties Agree to waive the re-opener as to one other item for the FY 2016-2017 Agreement.

**B. NONSWORN PERSONNEL-Criminalists only**

The following wage schedule shall be deemed to have taken effect as of October 1, 2014:

**Criminalist** (consolidation of former Criminalist I and II)

Step	1	2	3	4	5	6	7	8
	\$ 32,561	\$ 33,724	\$ 34,887	\$ 36,050	\$ 37,213	\$ 38,376	\$ 39,538	\$ 40,701

**Senior Criminalist** (consolidation of former Criminalist I and II)

## Section 2.

Existing provisions of the pay plan will continue for eligible non-sworn members of the Bargaining Unit including the following:

LONGEVITY PAY	
Minimum Number of Years Continuous Service	Percentage of Base Hourly Rate of Pay
5	+2% each 5 yrs to 25 yrs
10	4%
15	6%,
20	8%
25	10%

## Section 3. Acting in a Higher Rank.

### A. Eligibility

Each time an employee is officially designated, by the appropriate supervisor, to act in a higher classification than the employee's permanent classification and performs said duties for a period of more than fourteen (14) full workdays within any six consecutive months, the employee shall be eligible for a promotional pay increase to the higher classification for all time spent in the classification.

### B. Proof of Claim

The employee and his supervisor will maintain documentation contemporaneous with the performance of such work, acknowledging that the work was (1) officially designated and was (2) work performed in a higher classification. (The employee will prepare and sign the document; the supervisor will co-sign.)

### C. Method of Compensation

It is understood by the parties that, insofar as pay is concerned, employees temporarily filling a position in a higher classification shall be paid according to the same compensation method as permanent promotees in accordance with Police Department practices and procedures.

**D. Subsequent Permanent Appointments**

When an employee has received a pay increase under the provisions of this Article and is subsequently permanently appointed to the position, the employee will not be eligible for a second promotion pay increase.

**E. Return to Regular Hourly Rate**

Employees being paid at a higher rate, while temporarily filling a position in a higher classification will be returned to their regular hourly rate of pay when the period of temporary employment in the higher class is ended.

**Section 4.**

Members of the bargaining unit who are Field Training Officers (FTOs), including the Field Training Coordinator, shall receive a special pay of \$35 per week. FTO will not be considered as a Special Duty Assignment. The Chief of Police will review the number of FTOs annually. The number of FTOs will be determined by management based on the number of anticipated vacancies in the Department. In the event of a reduction in the number of FTOs, the officer with the least seniority as an assigned FTO will be reassigned from the program. In the case of a tie, the officer with the least seniority with the department shall be reassigned.

**Section 5. Exception to Retroactivity.**

Any provisions for retroactive compensation shall not apply to any employee of the Bargaining Unit not employed by the City as a Police Officer, Sergeant, Community Service Aide Supervisor or Community Service Aide, or Criminalist at the time of final ratification of this Agreement.