# AMENDMENT TO AGREEMENT

# **BETWEEN**

# THE CITY OF AUSTIN

AND

# THE AUSTIN POLICE ASSOCIATION

DDD
PREAMBLE

As authorized by Chapter 143 of the Texas Local Government Code, the City of Austin Texas (hereinaster referred to as the "CITY") and the Austin Police Association (hereinaster referred to as the "ASSOCIATION")," reached a Meet and Confer Agreement effective October 1, 2008 (hereinafter referred to as the "AGREEMENT"). Subject to ratification by the City Council and the Association as provided by Chapter 143, the Agreement is amended as follows:

#### AMENDMENT SECTION 1:

Article 7 of the Agreement is hereby amended to read as follows:

#### **ARTICLE 7**

#### WAGES AND BENEFITS

Section 1. Base Wages

#### a) For Fiscal Year 2008-2009

Effective with the pay period beginning December 7, 2008, the pay scale attached hereto as Appendix A-1 shall apply to all police officers covered by this Agreement. The pay scale reflects a 2.5% increase to base wages.

#### b) For Fiscal Year 2009-2010

Effective with the first pay period of Fiscal Year 2009-2010, the pay scale attached hereto as Appendix A-2 B 1 shall apply to all police officers covered by this Agreement. The pay scale reflects a 3.0% no (0.0%) increase to base wages. Provided, however, that if the majority of non-public safety employees, through any City-wide compensation program, receive a base-wage increase of less than two and one half percent (2.5%) for Fiscal Year 2009 2010, the three percent (3.0%) base wage increase provided for in this Section shall be reduced to a base wage increase of two and three quarters percent (2.75%). If the base-wage increase is adjusted as provided in this section, a new pay scale will be substituted for Appendix A-2.

#### c) For Fiscal Year 2010-2011

Effective with the first pay period of Fiscal Year 2010-2011, the pay scale attached hereto as Appendix A-3 B 2 shall apply to all police officers covered by this Agreement. The pay scale reflects a 3.0% increase in base wages.

# d) For Option Year of Agreement Fiscal Year 2011-2012

If the City exercises its option to extend this Agreement for a fourth year, as provided in Article 21, Effective with the first pay period of Fiscal Year 2011-2012, the pay scale attached hereto as Appendix A-4  $\underline{B}$  3 shall apply to all police officers covered by this Agreement. The pay scale reflects a 3.0% increase to base wages. Provided, however, that if the majority of non-public safety employees, through any City-wide compensation program receive a base wage increase of more than 3.0% for Fiscal Year 2011-2012, the 3.0% base wage increase provided for in this Section shall be increased to the base wage increase received by the majority of employees. If the base wage increase is adjusted as provided in this section, a new pay scale will be substituted for Appendix A-4  $\underline{B}$  3.

#### c) For Fiscal Year 2012-2013

 Effective with the first pay period of Fiscal Year 2012-2013, the pay scale attached hereto as Appendix B 4 shall apply to all police officers covered by this Agreement. The pay scale reflects a 3.0% increase to base wages. Provided, however, that if the majority of non-public safety employees, through any City-wide compensation program receive a base wage increase of more than 3.0% for Fiscal Year 2012-2013, the 3.0% base wage increase provided for in this Section shall be increased to the base wage increase received by the majority of employees. If the base wage increase is adjusted as provided in this section, a new pay scale will be substituted for Appendix B 4.

#### Section 2. Longevity Pay

- a) Longevity pay in the amount of ninety-six dollars (\$96.00) per year of service, up to a maximum of 25 years, shall continue to be paid in a lump sum in the first regularly scheduled pay period after the officer's anniversary date, which is the annual anniversary of the officer's most recent commission date. Beginning with Fiscal Year 2010-2011, longevity pay will be increased to one hundred dollars (\$100.00) per year of service, up to a maximum of 25 years. This change in payment of longevity does not affect the treatment of longevity for retirement and overtime purposes, and the CITY and the officers shall continue making contributions for longevity payments.
- b) It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of §141.032 of the Texas Local Government Code.

#### Section 3. Retirement Contributions

- a) Beginning with Fiscal Year 2010-2011, the City shall increase its contribution rate to the Austin Police Retirement System by one percent (1.0%).
- b) If the City exercises its option to extend this Agreement for a fourth year (Fiscal Year 2011 2012), as provided in Article 21, Beginning with Fiscal Year 2011-2012, the City shall increase its contribution rate to the Austin Police Retirement System by an additional one percent (1.0%).
- c) Beginning with Fiscal Year 2012-2013, the City shall increase its contribution rate to the Austin Police Retirement System by one percent (1.0%).

e d) The City agrees that the statute governing the Austin Police Retirement System should be amended to incorporate the increased City contribution rate provided in this Agreement.

#### Section 4. Field Training Officer Pay

1 2

- a) Field training officer (FTO) pay shall be paid at the effective rate of one hundred and seventy five (\$175.00) per month to each officer assigned in the FTO program, as selected according to criteria established by the Chief. This payment shall not be made to officers assigned to the Training Division, to the FTO Program Coordinator. Officers authorized to train probationary patrol officers during their probationary period, and not a part of the FTO program, will be compensated for the actual hours spent training.
- b) It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of §143.043 of the Texas Local Government Code.

#### Section 5. Mental Health Certification Pay

- a) Mental Health Certification Pay shall be paid at the effective rate of one hundred and seventy five dollars (\$175.00) per month to each officer assigned to a Patrol Shift, and serving as a Mental Health Officer as selected and approved according to criteria established by the Chief. This payment shall not be made to the officers assigned to the Crisis Intervention Team.
- b) It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of Sections 143.041 and 143.042 of the Texas Local Government Code.

#### Section 6. Bilingual Pay

- a) Bilingual pay will be paid at the rate of one hundred and seventy five (\$175.00) per month for officers certified under standards established by the Chief and assigned to the bilingual program. The bilingual program shall include German, Spanish, French/Haitian, Asian (Vietnamese, Cantonese, Thai, Korean, Japanese, and Malaysian), Russian, Ukrainian, and sign language for the deaf. Officers will not be paid cumulatively if they are certified in more than one language.
- b) It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of Sections 143,041 and 143,042 of the Texas Local Government Code.

#### Section 7. Compensation for Lieutenants and Commanders

a) Lieutenants and Commanders shall be compensated on a salary basis and are exempt employees for purposes of overtime compensation under applicable federal law. The parties further agree that the Lieutenants and Commanders accept their salaries as inclusive of any and all overtime compensation.

- b) Lieutenants permanently assigned to an evening or night shift in Patrol shall be paid an additional stipend of three hundred dollars (\$300.00) per month. Lieutenants assigned to a Patrol Area Command who are assigned to an evening or night shift for a twenty eight (28) calendar day cycle, when the shift begins at or after 2:00 p.m., shall be entitled to three hundred dollars (\$300.00) per month.
- c) It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of §143.047 and §142.0015 of the Texas Local Government Code.

#### Section 8. Assistant Chiefs

- a) The Chief of Police has the right to set wages and benefits for the Assistant Chiefs, subject to the approval of the City Council as a part of the budget. The Chief may designate one Assistant Chief as the Executive Assistant or Chief of Staff, whose pay and benefits may be different than the other Assistant Chiefs. Additional performance pay may be awarded in the Chief's discretion.
- b) It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of §142.0015 and §143.041 of the Texas Local Government Code.

#### Section 9. Clothing Allowance

During the term of this contract, the clothing allowance shall be five hundred dollars (\$500.00) per year for all officers deemed eligible by the Chief, with a payment schedule to be determined by the Chief.

#### Section 10. Education and Certificate Pay

An officer shall be entitled to either Certificate pay or Education pay, at the highest qualifying rate, but shall not be entitled to both. Education pay shall only be payable for degrees or college credit from an accredited college or university. An accredited college or university is an institution of higher education that is accredited or authorized by the Southern Association of Colleges and Schools, the Middle States Association of Colleges and Schools, the New England Association of Schools and Colleges, the North Central Association of Colleges and Schools, the Northwest Association of Schools and Colleges, or the Western Association of Schools and Colleges (Reference: TCLEOSE Rule 211.1(a)(3), as modified by the Commission from time to time).

#### a) Certificate Pay

(1) Each officer holding an Intermediate TCLEOSE Certificate shall be paid fifty dollars (\$50.00) per month. Each officer holding an Advanced TCLEOSE Certificate shall be paid one hundred dollars (\$100) per month. Each officer holding a Master TCLEOSE Certificate shall be paid one hundred fifty dollars (\$150.00) per month.

(2) No officer hired after March 25, 2001, will be eligible for Intermediate or Advanced Certificate pay. Certificate pay amounts at or above those set forth in this agreement remain in effect, and this agreement continues the right of all officers to qualify for or achieve Master Certification pay.

#### b) Education Incentive Pay

- (1) Each officer holding an Associate's degree or sixty (60) hours of college credit shall be paid one hundred dollars (\$100.00) per month.
- (2) Each officer holding a Bachelor's degree shall be paid two hundred and twenty dollars (\$220.00) per month.
- (3) Each officer holding a Master's degree shall be paid three hundred dollars (\$300.00) per month.

#### c) Preemption

It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of Sections 143.041 and 143.044 of the Texas Local Government Code.

#### Section 11. Shift Differential

- a) The CITY shall pay an additional three hundred dollars (\$300.00) per month to an officer normally assigned to an evening or night shift for a twenty eight (28) calendar day cycle, when the shift begins at or after 2:00 p.m. Only officers working 50% or more of their shifts beginning at or after 2:00 p.m., in a 28 calendar day cycle, shall be eligible. Shift differential pay shall apply to all ranks up to and including Sergeant. This provision shall apply in lieu of the City policy applicable to shift differential for any other employees
- b) It is expressly understood and agreed that this section shall be entitled to preemption including but not limited to the provision of §143.047 of the Texas Local Government Code.

### Section 12. Monthly Paid Compensation

It is expressly understood and agreed that the CITY reserves the right to pro-rate and pay all monthly payments in bi-weekly equivalents.

#### Section 13. Work Furloughs

It is expressly agreed and understood that during the term of this Agreement as amended, employees covered by this Agreement shall be exempt from any mandatory employee work furlough or other unpaid leave plan implemented by the City for the purpose of reducing base wages paid to employees by reducing an employee's normal work hours. This section does not apply to disciplinary actions.

#### Section 43 14. Preemption

It is expressly understood and agreed that all provisions of this Article shall preempt any statute, Executive Order, local ordinance, City policy or rule, which is in conflict with this Agreement and the procedures developed hereunder, including for example and not by way of limitation, any contrary provisions of Chapters 141, 142, and 143 of the Texas Local Government Code, including but not limited to Sections 141.032 and 142.0015 and Sections 143.041 through 143.047.

#### **AMENDMENT SECTION 2:**

Article 9 of the Agreement is hereby amended to read as follows:

#### **ARTICLE 9**

#### SPECIAL LEAVE PROVISIONS

#### Section 1. Emergency Leave

Each officer may utilize up to forty (40) hours of paid emergency leave for a death in the immediate family as defined in the City of Austin personnel policies.

#### Section 2. Sick Leave Donation

If an officer is in danger of having used all accrued time (vacation, sick, etc.) due to a serious illness or injury, as defined by the FMLA, other officers may voluntarily donate up to forty (40) hours of vacation or sick leave to the ill or injured employee to avoid loss of pay. No officer shall be permitted to bank more than four hundred (400) hours of such donated leave within any twelve (12) month period of time. Donated leave may only be used for the officer to whom donated. In the event that all of the donated leave time is not used, the City shall not be obligated to make any redistribution of banked hours to the donors. The remaining unused donated amount shall not be paid on separation.

#### Section 3. Payment of Sick Leave on Separation

Separation pay for accrued sick leave will be paid only to officers with at least ten (10) years of actual service who separate in good standing. An officer shall not be considered to have separated in good standing if he/she is indefinitely suspended or leaves the Department in lieu of termination. The maximum accrued sick leave payable will be 1,400 hours.

Beginning on January 1, 2011, the maximum accrued sick leave payable will be 1,700 hours, provided that, in addition to the above requirements, to be eligible for the additional 300 hours.

\_ .

the officer may not have used more than 80 hours of sick leave in either of the two prior twelve
month periods before the date of separation, and no more than 120 hours cumulative in the prior
24 month period before the date of separation. For officers who retire within less than 24 months
from the effective of this agreement, as amended, these limitations shall be adjusted pro rata on a
monthly basis for the short year period. The Chief shall have the right to grant hardship approval
for use of leave above these amounts on the basis of actual documented medical conditions or
treatment justifying the absence.

Section 4. Administrative Leave

Officers may be granted Administrative Leave based on participation in a City or departmental program that awards Administrative Leave to program participants or for any purpose or event authorized by the Chief.

#### Section 5. Preemption

It is expressly understood and agreed that all provisions of this Article shall preempt any statute, Executive Order, local ordinance, City policy or rule, which is in conflict with this Agreement and the procedures developed hereunder, including for example and not by way of limitation, any contrary provisions of Chapters 141, 142, and 143 of the Texas Local Government Code, including but not limited to Sections 143.041, 143.045, 143.046.

#### **AMENDMENT SECTION 3:**

Article 17 of the Agreement is hereby amended to read as follows:

#### **ARTICLE 17**

#### PROTECTED RIGHTS OF OFFICERS

#### Section 1. Effect of Article

The following provisions shall apply to the administrative investigation of alleged misconduct by APD police officers and the process of administrative discipline. To the extent of any conflict between this Agreement and the provisions of Chapter 143 of the Texas Local Government Code, the provisions of this Agreement shall control. To the extent of any conflict between this Article and any other provision of this agreement, this Article shall control.

41 5

## Section 2. Definitions

In this Article:

5 6 7

a) "Complaint" means any affidavit, administrative referral, or other document setting forth allegations or facts that may form the basis of future allegations of misconduct against an officer and which serves as the basis for initiating an investigation.

- b) "Disciplinary Action" means suspension, indefinite suspension, demotion in rank, reprimand, or any combination of those actions.
- c) "Investigation" means an administrative investigation of alleged misconduct by a police officer that could result in disciplinary action.
- d) "Investigator" means an agent or employee of the Department or an Independent Investigator who participates in conducting an investigation.
- e) "Statement" means any communication (oral or written) setting forth particulars or facts regarding the alleged misconduct under investigation.
- f) "Evidence" means statements, reports, records, recordings, documents, computer data, text, graphics, videotape, photographs, or other tangible forms of information, including a "complaint".

#### Section 3. Compelled Testimony

There shall be no legal or administrative requirement, including but not limited to subpoena power or an order from the City Manager or the Department, that an officer appear before or present evidence to any individual, panel, committee, group, or forum of any type involved in Citizen Oversight. This provision has no application to any Independent Investigation authorized by the Chief of Police or the City Manager, regardless of whether the Independent Investigation was recommended by the Citizen's Review Panel or the Police Monitor, or to any hearing of an appeal of disciplinary action pursuant to this Agreement and/or Chapter 143 of the Texas Local Government Code. Police officers remain subject to orders or subpoenas to appear and provide testimony or evidence in such investigations or hearings.

#### Section 4. Access to Records by Officers

- a) Not less than forty eight (48) hours before the officer who is the subject of an investigation provides a statement to an investigator, the officer shall be provided a copy of the complaint(s). The Department may omit the name and/or identity of the person making the complaint. In the event that the complaint(s) does not contain all allegations of misconduct under investigation, not less than forty eight (48) hours before the investigator begins the initial oral or written interrogation of the officer, the investigator must inform the officer in writing of the additional allegations being investigated.
- b) Before the officer who is the subject of an investigation provides a statement to an investigator, the officer and his representative shall be provided an opportunity to review any videotape, photograph, or other recording of the operative conduct or alleged injuries, if any,

which is the subject of the allegations if such recording is within the possession or control of the Department.

c) An officer is entitled to a copy of his or her statement to the Internal Affairs Division at the time when the statement is finalized and signed by the officer, but the statement remains confidential in the hands of the officer pursuant to 143.089(g), APD policy, and orders of non-communication about internal investigations, except for consultations with counsel.

d) Before the officer who is the subject of an investigation provides a statement to an investigator, the officer and his representative shall be allowed to review the portions of any document(s) in which it is alleged that the officer provided false, incomplete, inconsistent, or conflicting information, or in which it is alleged that the officer omitted information in violation of any law or Department policy.

П

e) Before the officer who is the subject of an investigation provides a statement to an investigator, the officer and his representative shall be allowed to review any report, supplement, use of force report, or other statement recorded or written by the officer, setting forth particulars or facts regarding the operative conduct which is the subject of the allegation(s).

f) Not less than forty eight (48) hours before a Dismissal Review Hearing (or any other administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action against an officer for alleged misconduct), the officer and his representative shall be allowed to review for five (5) hours all evidence gathered or obtained during the investigation, and not previously reviewed by the officer pursuant to this Section. The evidence available for review shall not include any investigator's summary.

g) When the Chief of Police is notified that the Panel plans to review a case involving a "critical incident" or an allegation of a civil rights violation, the officer and his representative shall be given an opportunity to meet with the Internal Affairs investigator and review witness statements and photographic or videotape evidence contained in the IA file, for a period of up to five (5) hours.

h) Neither the officer nor his representative will be permitted to make copies of any witness statements, audio tapes, photographic or videotape evidence reviewed; however, they may take written notes only, provided that they comply with the confidentiality and use provisions in Section 6.

 i) Nothing in this Article shall be construed as requiring the Department to provide or make available for review by the officer or his representative any evidence from criminal investigations by the Austin Police Department unless that evidence is a part of the Internal Affairs Division administrative file. No criminal investigation material that is part of the Internal Affairs Department case file can be released if there is a pending criminal investigation or judicial proceeding.

When a Dismissal Review Hearing (or any other administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action against an officer for alleged misconduct), is held, the officer who is the subject of the investigation may audio tape the portion of the hearing in which the chain-of-command discusses the IAD investigation and the disciplinary decision with the officer.

## Section 6. Confidentiality of Records and Misuse of Information

The access to records provided in Section 4 of this Article has been granted in exchange for the following agreements intended to insure confidentiality and to prevent retaliation or the threat of retaliation against any witness in an investigation:

a) Retaliation or the threat of retaliation by an officer, or by an individual at the direction of the officer, against the author of an Internal Affairs statement is strictly prohibited. A sustained violation of this subsection shall result in either a temporary or indefinite suspension.

b) If an officer is suspended pursuant to this Section, the officer shall have the right to appeal the suspension to the Civil Service Commission or to an Independent Third Party Hearing Examiner pursuant to the provisions of this Agreement and Chapter 143 of the Texas Local Government Code. The Commission or the Hearing Examiner shall decide whether the specific charge related to this Section is true. If the charge is found to be true, the Commission or Hearing Examiner must affirm the disciplinary action and cannot amend, modify, or reduce the period of disciplinary suspension.

c) Sections 143.053(e) & (f) of the Texas Local Government Code are hereby superseded to the extent of any conflict with this Section.

#### Section 7. Right to Representation

An officer who is the subject of an investigation or administrative inquiry shall have the right to be represented by an attorney of the officer's choice during an interview provided the attorney complies with the Internal Affairs interview protocol. An officer shall have the right to be represented by an attorney of the officer's choice during a Dismissal Review Hearing (or other administrative hearing conducted for the purpose of determining whether the Department shall take disciplinary action against an officer for alleged misconduct.)

#### Section 8. Violation of Officer's Rights

If the Department or any investigator violates any of the provisions of this Article or of Section 143.312 of the Texas Local Government Code while conducting an investigation, the Department shall reverse any punitive action which depends upon evidence resulting from a violation of this agreement; including a reprimand, and in any appeal, evidence resulting from a violation of this agreement shall be specifically excluded from introduction into evidence in any proceeding against the officer, including any disciplinary appeal hearing. The hearing examiner

.

or arbitrator may make such other evidentiary rulings as are just and fair, after consideration of the circumstances of the violation.

## Section 9. Scheduling of Indefinite Suspension Appeal

If an officer appeals an indefinite suspension to an Independent Third Party Hearing Examiner, the parties will make a good faith effort to schedule the appeal of an indefinite suspension within 90-180 days of the date the officer was indefinitely suspended.

#### **AMENDMENT SECTION 4:**

Article 19 of the Agreement is hereby amended to read as follows:

#### ARTICLE 19

#### ASSIGNMENT CHANGES

#### Section 1. Advance Notice of Assignment Changes.

Except for normal shift rotations, for assignment changes that are determined far enough in advance, the Department will provide a twenty-eight (28) calendar-day notice to the affected officer. Advance notice of the assignment change may be waived by the Chief or his designee, if prior notice is not in the best interest of the Department or in any emergency situations. Advance notice of the assignment change may be waived by the officer. In the event of special hardship, an affected officer may appeal to the Assistant Chief of their Bureau for consideration of temporary scheduling or other adjustments to reduce or address personal hardships. The Chief shall create a joint committee with representatives appointed by the ASSOCIATION to evaluate hardship claims and to recommend action to the Assistant Chief.

#### Section 2. Requested Job Assignment Transfers.

A reasonable, good faith effort shall be made to post initial assignment vacancies. It is recognized and understood that notice cannot be sent for all backfill transfers resulting from the initial vacancies. The usual process shall be to post notice and reference to the APD bulletin board and City email. This notice may be sent out to all employees on alpha pager, as near as possible to ten (10) days before closing the application process whether or not you get it. It shall be satisfactory to send an "all page" notice whether or not each individual officer receives it. Oral or written reprimands shall not affect an employee's ability to apply for a transfer to a sought after position, but may be considered along with all other factors in making a selection among applicants. Applying for a posted position shall neither jeopardize nor insure an officer's current assignment. The Chief shall establish a committee with representatives appointed by the ASSOCIATION to recommend changes or improvements in the process of posting notice of job assignment opportunities or openings.

#### Section 3. Proposed Adjustments to Work Schedules

a) It is recognized that Command Staff, through the authority of the Chief of Police, retains the right to adjust work schedules, days off, and other similar conditions of employment within the Department.

b) In the event of a proposed adjustment to work schedules that would have a significant impact upon working conditions of affected employees, the Commander or Assistant Chief contemplating that adjustment shall notify the President of the Association in writing of the proposed work schedule adjustment at least thirty (30) calendar days prior to its implementation. Advance notice shall not be required in emergency situations. The Association, after receiving such notification may request in writing a meeting with the involved Commander/Assistant Chief for the purpose of discussing the merits/necessity of the work schedule change, and to suggest an implementation plan that accomplishes the goals of the Department and has the least possible impact upon the affected employees. The involved Commander/Assistant Chief shall be required to meet with the President of the Association within five (5) business days of this written request. If the Association and the Commander/ Assistant Chief do not resolve the Association's concerns, the President of the Association may schedule a meeting with the Chief of Police and the involved Commander/Assistant Chief to further consult on the matter. The final decision to implement the proposed work schedule adjustment shall be retained by the Chief of Police.

c) For purposes of this Article, significant impact upon working conditions caused by an adjustment to work schedules refers to a change to an organizational component's hours or days off.

d) This section shall not apply to any work hour adjustments made as a result of an emergency or an unforeseen event, staffing shortages, or emerging crime threats to the community, and nothing in this article is intended to diminish the capability of the Chief of Police to move personnel in response to unforeseen events and emergencies.

e) This article shall not apply to reasonable work hour adjustments within units that by their very nature must remain flexible in scheduling capability in response to crime trends, ongoing investigations, and community outreach requirements.

f) The failure to notify and meet with the President of the Association as provided in this Article is subject to the agreement grievance procedure set forth in Article 20 of this Agreement, and any remedy shall be limited to requiring notice and review of the decision in accordance with this article, and not any change in hours or days off.

#### Section 4. Proposed Adjustments to Policies and Procedures

a) It is recognized that Command Staff, through the authority of the Chief of Police, retains the right to set policy and procedures for employees, which may vary from one operational unit or division to another. On the other hand, the Association has a legitimate interest in providing

input on behalf of its members as to the choices to implement variations in policy that have an impact on members.

b) In the event of a proposed adjustment to policies which differ or vary between units or divisions, the Commander or Assistant Chief contemplating that adjustment shall notify the President of the Association in writing of the proposed change at least thirty (30) calendar days prior to its implementation. Advance notice shall not be required in emergency situations. The Association, after receiving such notification may request in writing a meeting with the involved Commander/Assistant Chief for the purpose of discussing the merits/necessity of the change, and to suggest an implementation plan that accomplishes the goals of the Department and has the least possible impact upon the affected employees. The involved Commander/Assistant Chief shall be required to meet with the President of the Association within five (5) business days of this written request. If the Association and the Commander/Assistant Chief do not resolve the Association's concerns, the President of the Association may schedule a meeting with the Chief of Police and the involved Commander/Assistant Chief to further consult on the matter. The final decision to implement the proposed policy or procedure change shall be retained by the Chief of Police.

 c) This section shall not apply to any policy and procedure changes made as a result of an emergency or an unforeseen event, staffing shortages, or emerging crime threats to the community, and nothing in this article is intended to diminish the capability of the Chief of Police to make changes in policy and procedure in response to unforeseen events and emergencies.

d) The failure to notify and meet with the President of the Association as provided in this Article is subject to the agreement grievance procedure set forth in Article 20 of this Agreement, and any remedy shall be limited to requiring notice and review of the decision in accordance with this article, and not any change in policy or procedure.

#### **AMENDMENT SECTION 5:**

Article 21 of the Agreement is hereby amended to read as follows:

#### **ARTICLE 21**

#### TERM OF AGREEMENT

Section 1. Term of Agreement

a) This Agreement shall be effective as of the date it is ratified by the City Council, except as to any provisions herein specifically made effective on any other date. This Amendment to the Agreement shall be effective as of the latter of the date this Amendment is ratified by the City Council and the Association as provided by Chapter 143, and this Agreement as amended

herein shall remain in full force and effect, subject to the provisions of this Article, until the 30<sup>th</sup> day of September, 2011 2013.

ŧ

b) The provisions of this Agreement do not apply to any officer who separates from City employment before the effective date of this Agreement or before the effective date of any specific provisions hereof.

#### Section 2. Additional Option Year

The City may, at its option, extend this Agreement for one additional year, by notifying the Association on or before March 1, 2011, that it chooses to so extend this Agreement. All provisions of this Agreement will remain in full force and effect, subject to the provisions of this Article, during the additional year of this Agreement, which shall end on September 30, 2012.

#### Section 3 2. Continuing Relationship

a) The parties acknowledge their longstanding history of successful Meet & Confer negotiations and their joint efforts to continue to build on the framework of each previous agreement. This Agreement is the product of that relationship and negotiation history. Rather than including in this agreement many of the details or the processes which were in former agreements, the parties have limited the provisions in this agreement to those that are necessary. This includes agreements on the issues which may require a contractual modification of existing civil service law (access to the 143.089(g) file, and release of defined reports from Independent Investigations), agreements to outline the broad concepts of citizen oversight, and agreements which clarify rights which exist with or without the agreement. Other aspects of the City's implementation of citizen oversight are its prerogatives under Texas law and the City Charter, and do not require contractual provisions. Both parties recognize that the City may proceed with citizen oversight under this new agreement substantially as it has done under the prior agreement, and the City is entitled to the maintenance of those prior rights and prerogatives, although this agreement does not require the City to operate citizen oversight under the prior provisions, except to the extent now specified in this agreement. Both parties recognize that without the continued ability of the City to carry out citizen oversight, this agreement would not have been reached, either as to the economic issues or the additional provisions for the procedural protections of officer's rights.

b) In the event of any court order, judgment, Texas Attorney General's opinion or arbitration decision brought or caused by officers or the APA which substantially impairs oversight access to the 143.089(g) file, prevents release of the defined portions of reports of independent investigation, invalidates the 180 tolling provision in Article 16, or impairs the City's right to expedited arbitration as contemplated herein, the City may reopen negotiations to resolve and correct the issue or an alternate resolution. If a negotiated resolution of the issue is not achieved, the City may terminate this agreement after ninety (90) days written notice, and the parties may resume negotiations toward a successor agreement under the provisions Section 143.301 et.seq., of the Texas Local Government Code.

1

2

5

6 7

9 10 11

12 13

14

15 16

17

18 19 20

21 22

23 24

25

26 27 28

29 30

31 32

33

34

35

36 37

38 39

40

41 42

43

44

45

c) In the event of any court order, judgment, Texas Attorney General's opinion or arbitration decision brought or caused by the City of Austin or other party with standing under this agreement substantially impairs the provisions of Article 17 pertaining to officer's rights, or which would allow full access to investigative evidence of officer misconduct in the absence of a disciplinary decision imposed by the Chief, the APA may reopen negotiations to resolve and correct the issue or an alternate resolution. If a negotiated resolution of the issue is not achieved, the City may terminate this agreement after ninety (90) days written notice, and the parties may resume negotiations toward a successor agreement under the provisions Section 143.301 et.seq., of the Texas Local Government Code.

Section 4 3. Notice and Renegotiation

If either the City or the Association desires to engage in negotiation for a successor Agreement, then either or both shall give the other party written notice of its desire to negotiate for a new Agreement no less than 120 days before the expiration of the present Agreement as amended. In the event that notice of intent to renegotiate is given by either party, the parties will begin negotiations for a new Agreement not later than sixty (60) days after notice is given, unless the parties agree otherwise.

Section 5 4. Continuation During Negotiations

If the parties are engaged in negotiations for a successor Agreement at the time this Agreement as amended expires, the Association's and the City's negotiating teams shall have the authority to extend this Agreement in thirty (30) calendar day increments by mutual written agreement, during any period of good faith negotiations after such termination date, not to exceed a total of six (6) months.

### Section 6 5. Effect of Termination

- a) In the event that a successor Agreement has not been ratified before the expiration date of this Agreement (the amended expiration date of September 30, 2011 2013, the extended expiration date of September 30, 2012, or any extended expiration date under Section 5 above). all provisions of this Agreement as amended, both economic and non-economic, shall expire and no longer be in full force and effect, except as to specific Articles or Sections hereof which provide that some or all of their terms will continue beyond expiration of this Agreement as amended.
- b) In the event of any temporary expiration of the prior agreement before the legally effective approval of this Agreement, this Agreement shall nevertheless control all matters and rights defined hereunder, in spite of any such interim lapse or gap, as if this Agreement had become immediately effective upon the expiration of the prior Agreement. This provision of the Agreement shall not require exhaustion of administrative remedies by any person claiming rights relating to it or asserting its validity.
- c) After expiration/termination of this Agreement as amended, it is expressly understood that the wages and compensation specified in this Agreement as amended may then be placed at

a level determined by the City Manager, as funds are authorized by the City Council, and this does not preclude wages and compensation being rolled back to pre-contract levels, as they existed on the day prior to the effective date of this Agreement as amended.

#### Section 7 6. Funding Obligations

 The CITY presently intends to continue this Agreement <u>as amended</u> each fiscal year through its term, to pay all payments due, and to fully and promptly perform all of the obligations of the CITY under this Agreement. All obligations of the CITY shall be paid only out of current revenues or any other funds lawfully available therefore and appropriated for such purpose by the City Council, in compliance with the Texas Constitution, Article XI, Sections 5 and 7. In the event that the City of Austin cannot meet its funding obligations, as provided in the State Constitution, this entire Agreement becomes null and void.

#### APPENDIX A-1 City of Austin Police Pay Schedule - Fiscal Year 2008-09

							lour W	eek						
24414-2311-240-040-040-040-0	RADE	A	В	C a	D	E	F	G	H	60. Carr	J	· K	L	М
	STEP	10	20	30	40	50	60	70	80	90	100	110	120	130
	YEAR	BASE	1	2	3	4	5	6	7	8	9	10	11	12
OFFICER	HR	\$24.446	\$27.433	\$30.279	\$30.279	\$30.279	\$30.279	\$32.397	\$32.397	\$32.397	\$32.397	\$34.666	\$34,666	\$34.6
17050	MO	\$4,237	\$4,755	\$5,248	\$5,248	\$5,248	\$5,248	\$5,616	\$5,616	\$5,616	\$5,616	\$6,009	\$6,009	\$6,0
P02	YR	\$50,848	\$57,061	\$62,979	\$62,979	\$62,979	\$62,979	\$67,386	\$67,386	\$67,386	\$67,386	\$72,104	\$72,104	\$72,1
CORPORAL /			1	1	1	1	т							
DETECTIVE	HR			1		\$33.003	\$33.003	\$35,313	\$35.313	\$35.313	\$35.313	\$37.786	\$37,786	\$37.7
17025	MO					\$5,721	\$5,721	\$6.121	\$5,121	\$6,121	\$6,121	\$6,550	\$6,550	\$6.5
P07	YR					\$68,646	\$68,646	\$73,452	\$73,452	\$73,452	\$73,452	\$78,594	\$78,594	\$78,5
	11					<b>V</b> 00,010	400,010	VIO, TOE	4.0,702	\$10,40E	973,432	970,034	310,334	910,0
SERGEANT	HR					1			\$38,491	\$38.491	\$38.491	\$41.186	\$41.186	\$41.1
17070	МО								\$6,672	\$6,672	\$6,672	\$7,139	\$7,139	\$7,1
P08	YR								\$80,061	\$80,061	\$80,061	\$85,666	\$85,666	\$85,6
														4++ +
LIEUTENANT	HR				T		i				\$44.265	\$47.353	\$47.363	\$47.3
17045	мо	1			1	1	1				\$7,673	\$8,210	\$8,210	\$8,2
P09	YR				- 1	İ		+			\$92,070	\$98,515		\$98,5
											,			
COMMANDER	HR												\$54.768	\$54.7
17018	MO	:							:				\$9,493	\$9,4
P10	YR												\$113,917	\$113,9
olice Cadet	\$15.3		Y, \$2,667	MONTHL	.Y, \$32,00	1 ANNUAL					Service & Autobile	***************************************		
Police Cadet GR	\$15.3	85 HOURL	Y, \$2,667	MONTHL P	Y, \$32,00 Q	1 ANNUAI R	S	T	U	V	W	X	Υ	Z
Police Cadet GR PAY:	\$15.3	85 HOURL N 140	Y, \$2,667 O 150	P 160	Y, \$32,00 Q 170	1 ANNUAL R 180	- S - 190	T 200	U 210	V 220	230	240	250	260
PAYS	\$15.3 RADE STEP	85 HOURL N 140 13	.Y, \$2,667 O 150	P 160 15	-Y, \$32,00 Q 170 16	1 ANNUAI R 180 17	S 190 18	T 200 19	U 210 20	V 220 21	230 22	240 23	250 24	260 25
Police Cadet GR PAY: ) OFFICER	\$15.3 RADE STEP (EAR	N 140 13 \$34,666	O 150 14 \$37.092	P 160 15 \$37,092	Q 170 16 539,689	R 180 17 \$39.689	\$ 190 18 \$39.689	T 200 19 \$39,689	U 210 20 \$39,689	V 220 21 \$39,689	230 22 \$39,689	240 23 \$39.689	250 24 \$39,689	260 25 \$39.6
Police Cadet  GR PAY:  OFFICER 17050	\$15.3 RADE STEP YEAR	85 HOURL N 140 13	.Y, \$2,667 O 150	P 160 15	-Y, \$32,00 Q 170 16	1 ANNUAI R 180 17	S 190 18	T 200 19	U 210 20 \$39,689 \$6,879	V 220 21 \$39,689 \$6,879	230 22 \$39,689 \$6,879	240 23 \$39.689 \$6,879	250 24 \$39,689 \$6,879	260 25 \$39.6 \$6,8
Police Cadet  PAY  OFFICER 17050 P02	\$15.3 CADE STEP YEAR HR   MO	N 140 13 \$34,666 \$6,009	Y, \$2,667 0 150 14 \$37,092 \$6,429	P. 160 15 \$37,092 \$6,429	Q 170 16 539,689 \$6,879	R 180 17 \$39.689 \$6,879	\$ 190 18 \$39.689 \$6,879	T 200 19 \$39.689 \$6,879	U 210 20 \$39,689	V 220 21 \$39,689	230 22 \$39,689	240 23 \$39.689	250 24 \$39,689	260 25 \$39.6 \$6,8
Police Cadet  PAY:  PAY:  OFFICER 17050 P02  CORPORAL /	\$15.3 EADE STEP (EAR HR MO YR	N 140 13 \$34,666 \$6,009 \$72,104	Y, \$2,667 0 150 14 \$37,092 \$6,429 \$77,151	P 160 15 \$37,092 \$6,429 \$77,151	Q 170 16 S39,689 \$6,879 \$82,553	R 180 17 \$39.689 \$6,879	\$ 190 18 \$39.689 \$6,879	T 200 19 \$39.689 \$6,879	U 210 20 \$39,689 \$6,879	V 220 21 \$39,689 \$6,879	230 22 \$39,689 \$6,879	240 23 \$39.689 \$6,879	250 24 \$39,689 \$6,879	260 25 \$39.6 \$6,8
Police Cadet  GF PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE	\$15.3  CADE STEP /EAR HR MO YR	N 140 13 \$34.666 \$6,009 \$72,104	Y, \$2,667 0 150 14 \$37,092 \$6,429 \$77,151	P 160 15 \$37,092 \$6,429 \$77,151	Q 170 16 S39.689 \$6,879 \$82,553	R 180 17 \$39.689 \$6,879 \$82,553	\$ 190 18 539.689 \$6,879 \$82,553	7 200 19 \$39.689 \$6,879 \$82,553	210 20 20 \$39.689 \$6,879 \$82,553	V 220 21 \$39.689 \$6,879 \$82,553	230 22 \$39,689 \$6,879 \$82,553 \$43,261	240 23 \$39.689 \$6,879 \$82,553	250 24 \$39,689 \$6,879 \$82,553	260 25 \$39.6 \$6,8 \$82,5
GRPORAL/ DETECTIVE 17025	\$15.3  CADE STEP FEAR HR MO YR HR MO	N 140 13 \$34.666 \$6,009 \$72,104 \$37.786 \$6,550	Y, \$2,667  0,150 14  \$37,092 \$6,429 \$77,151  \$40,430 \$7,008	7 MONTHL 150 15 \$37.092 \$6,429 \$77,151 \$40.430 \$7,008	Q 170 16 S39.689 \$6,879 \$82,553 \$43.261 \$7,499	R 180 17 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499	\$ 190 18 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499	T 200 19 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499	210 20 39,689 \$6,879 \$82,553 \$43,261 \$7,499	V 220 21 539.689 \$6,879 582,553 \$43.261 57,499	230 22 \$39,669 \$6,879 \$82,553 \$43,261 \$7,499	240 23 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499	250 24 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499	260 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4
Police Cadet GR PAY:	\$15.3  CADE STEP /EAR HR MO YR	N 140 13 \$34.666 \$6,009 \$72,104	Y, \$2,667 0 150 14 \$37,092 \$6,429 \$77,151	P 160 15 \$37,092 \$6,429 \$77,151	Q 170 16 S39.689 \$6,879 \$82,553	R 180 17 \$39.689 \$6,879 \$82,553	\$ 190 18 539.689 \$6,879 \$82,553	7 200 19 \$39.689 \$6,879 \$82,553	210 20 20 \$39.689 \$6,879 \$82,553	V 220 21 \$39.689 \$6,879 \$82,553	230 22 \$39,689 \$6,879 \$82,553 \$43,261	240 23 \$39.689 \$6,879 \$82,553	250 24 \$39,689 \$6,879 \$82,553	260 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4
Police Cadet  PAY  OFFICER  17050  P02  CORPORAL /  DETECTIVE  17025  P07	STEP STEP (EAR HR MO YR HR MO YR	N 140 13 \$34,666 \$6,009 \$72,104 \$37,786 \$6,550 \$78,594	Y, \$2,667 0 150 14 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095	MONTHL P 160 15 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095	Y, \$32,00 170 16 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	R. 180 17. 339.689 56,879 \$82,553 \$43,261 \$7,499 \$89,983	\$ 190 18 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	200 19 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	210 20 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	V 220 21 539.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983	230 22 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	240 23 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983	250 24 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983	260 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9
Police Cadet PAY PAY OFFICER 17050 P02 CORPORAL / DETECTIVE 17025 P07 SERGEANT	STEP FEAR HR MO YR HR MO YR	N 140 13 \$34,666 \$6,009 \$72,104 \$37,786 \$6,550 \$78,594	Y, \$2,667 0 150 14 537.092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095	MONTHL P. 160 15 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095	Y, \$32,00 170 16 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	1 ANNUAL R. 180 17. 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	\$ 190 190 18 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	200 19 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	210 210 339,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	220 21 539.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983	230 22 \$39,669 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	240 23 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983 \$47.153	250 24 \$39,669 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	260 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9
Police Cadet  GR PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE 17025 P07  SERGEANT	EADE STEP (EAR) HR MO YR HR MO YR	N 140 13 534,666 56,009 572,104 \$37,786 \$6,550 \$78,594 \$41,186 \$7,139	Y, \$2,667 0 150 14 \$37.092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638	MONTHL P. 160 15 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638	Y, \$32,00 Q 170 \$539,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173	1 ANNUAL R 180 17 \$39,689 \$6,879 \$62,553 \$43,261 \$7,499 \$89,983 \$47,153 \$6,173	\$ 190 180 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173	200 (19) \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173	210 210 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173	220 21 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173	230 22 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173	240 23 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983 \$47.153 \$8,173	250 24 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173	250 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9
GREAT STATE OF THE PARTY OF THE	STEP FEAR HR MO YR HR MO YR	N 140 13 \$34,666 \$6,009 \$72,104 \$37,786 \$6,550 \$78,594	Y, \$2,667 0 150 14 537.092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095	MONTHL P. 160 15 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095	Y, \$32,00 170 16 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	1 ANNUAL R. 180 17. 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	\$ 190 190 18 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	200 19 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983	210 210 339,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	220 21 539.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983	230 22 \$39,669 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	240 23 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983 \$47.153	250 24 \$39,669 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153	250 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9
Police Cadet PAY PAY NOFFICER 17050 P02 CORPORAL / DETECTIVE 17025 P07 SERGEANT 17070 P08	\$15.3  KADE STEP FEAR HR MO YR HR MO YR HR MO YR HR MO YR	N 140 13 334,656 \$6,009 \$72,104 \$37,786 \$6,550 \$78,594 \$41,186 \$7,139 \$85,666	Y, \$2,667 150 140 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661	MONTHL 160 15 37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661	Y, \$32,00 170 170 539,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	1 ANNUAL R. 180 177 339.689 56,879 582,553 543.261 \$7,499 \$89,983 \$47.153 \$8,173 \$98,078	\$ 190 18 239.689 \$6.879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	T. 200 119 \$39.699 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	210 220 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$9,173 \$98,078	V 220 21 539.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983 \$47.153 \$8,173 \$98,078	\$30. \$22. \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	240 23 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	250 24 \$39.689 \$6.879 \$82.553 \$43.261 \$7.499 \$89.983 \$47.153 \$8,173 \$98.078	260 25, \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9 \$47.1 \$8,1 \$98,0
Police Cadet PAY: OFFICER 17050 P02 CORPORAL / DETECTIVE 17025 P07 SERGEANT 17070 P08 LIEUTENANT	\$15.3  KADE STEP FEAR HR MO YR HR MO YR HR MO YR HR	N 140 13 \$34.666 \$6,009 \$72,104 \$37.786 \$6,550 \$78,594 \$41.186 \$7,139 \$85,666 \$47.363	Y, \$2,667 150 14 \$37.092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679	P   160   15     37.092   \$6,429   \$77,151   \$40,430   \$7,008   \$84,095   \$44,068   \$7,638   \$91,661   \$50,679	Y, \$32,00 Q 170 16 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	1 ANNUAL R. 180 117 180 117 180 117 180 117 180 180 180 180 180 180 180 180 180 180	\$ 190 18 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227	200 39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	210: 20: 39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$81,73 \$98,078	V 220 21 539,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$98,078 \$54,227	\$30. \$22. \$39,689  \$6,879 \$82,553  \$43,261 \$7,499 \$89,983  \$47,153 \$8,173 \$98,078	240 23 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227	250 24 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	250 25, \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9 \$47.1 \$98,0 \$54.2
Police Cadet PAY PAY NOFFICER 17050 P02 CORPORAL / DETECTIVE 17025 P07 SERGEANT 17070 P08	S15.3  CADE TEP TEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO HR MO HR MO HR MO HR MO HR MO	N 140 13 334.656 \$6,009 \$72,104 \$37.786 \$6,550 \$78,594 \$41,186 \$7,199 \$85,666 \$47,363 \$8,210	Y, \$2,667 150 14 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784	P   160   15   15   15   15   15   15   15   1	Y, \$32,00 170 16 \$39,689 \$6,879 \$02,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	1 ANNUAL R. 180 147 539.689 56,879 582,553 543.261 57,499 589,983 547.153 58,173 598,078 554.227 59,399	\$ 190 18 \$39.689 \$6.879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,076 \$54,227 \$9,399	T. 200 19 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399	210 210 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	V 220 21 539.689 56,879 582,553 \$43.261 57,499 589,983 \$47.153 \$8,173 \$98,078 \$54.227 \$9,399	230 22 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$9,078 \$54,227 \$9,399	240 23 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$6,173 \$9,076 \$54,227 \$9,399	250 24 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399	250 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9 \$47.1 \$98,0 \$54.2 \$9,3
Police Cadet  PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE 17025 P07  SERGEANT 17070 P08  LIEUTENANT	\$15.3  KADE STEP FEAR HR MO YR HR MO YR HR MO YR HR	N 140 13 334.656 \$6,009 \$72,104 \$37.786 \$6,550 \$78,594 \$41,186 \$7,199 \$85,666 \$47,363 \$8,210	Y, \$2,667 150 14 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784	P   160   15   15   15   15   15   15   15   1	Y, \$32,00 170 16 \$39,689 \$6,879 \$02,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399	1 ANNUAL R. 180 117 180 117 180 117 180 117 180 180 180 180 180 180 180 180 180 180	\$ 190 18 \$39.689 \$6.879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,076 \$54,227 \$9,399	200 39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	210 210 339.689 56,879 582,553 \$43,261 57,499 \$89,983 \$47,153 \$9,173 \$98,078	V 220 21 539,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$98,078 \$54,227	\$30. \$22. \$39,689  \$6,879 \$82,553  \$43,261 \$7,499 \$89,983  \$47,153 \$8,173 \$98,078	240 23 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227	250 24 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	250 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9 \$47.1 \$98,0 \$54.2 \$9,3
Police Cadet  PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE 17025 P07  SERGEANT 17070 P08  LIEUTENANT	S15.3  CADE TEP TEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO HR MO HR MO HR MO HR MO HR MO	N 140 13 334.656 \$6,009 \$72,104 \$37.786 \$6,550 \$78,594 \$41,186 \$7,199 \$85,666 \$47,363 \$8,210	Y, \$2,667 150 14 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784	P   160   15   15   15   15   15   15   15   1	Y, \$32,00 170 16 \$39,689 \$6,879 \$02,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078	1 ANNUAL R. 180 177 339.689 56,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$98,078 \$54,227 \$9,399 \$112,791	\$ 190 18 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	200 10 539.689 \$6.879 \$82.553 \$43.261 \$7.499 \$89.983 \$47.153 \$8,173 \$98.078 \$54.227 \$9.399 \$112,791	210 20 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$81,173 \$98,078 \$54,227 \$9,399 \$112,791	220 21 \$39.689 \$6,879 \$82,553 \$43.261 \$7,499 \$89,983 \$47.153 \$8,173 \$98,078 \$54.227 \$9,399 \$112,791	230 22 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$8,173 \$9,078 \$54,227 \$9,399 \$112,791	240 23 \$39.689 \$6.879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	250 24 \$39.6879 \$6.879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	260 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7,4 \$89,9 \$47.1 \$8,1 \$98,0 \$54.2 \$93,3 \$112,7
Police Cadet PAY: PAY: PAY: PAY: PAY: PAY: PAY: PAY:	S15.3  CADE STEP FEAR HR MO YR	85 HOURL N 140 13 534.666 56.009 \$72.104 \$37.786 \$6,550 \$78,594 \$41.186 \$7,139 \$85,666 \$47.363 \$8,210 \$98,515	Y, \$2,667 150 14 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784 \$105,412	MONTHL 160 16 16 337.092 \$6,429 \$777,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784 \$105,412	Y, \$32,00 170 16 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	1 ANNUAL R. 180 147 539.689 56,879 582,553 543.261 57,499 589,983 547.153 58,173 598,078 554.227 59,399	\$ 190 18 \$39.689 \$6.879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,076 \$54,227 \$9,399	200 19 339.689 56,879 582,553 \$43,261 57,499 589,983 \$47,153 58,173 598,078 \$54,227 \$9,399 \$112,791	210 220 339.689 56,879 582,553 \$43,261 57,499 589,983 \$47,163 58,173 598,078 \$54,227 \$9,399 \$112,791	220 21 539,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703	230 22 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,398 \$112,791	240 23 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703	250 24 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$9,078 \$54,227 \$9,399 \$112,791	260 25 \$39.6 \$6,8 \$82,5 \$43.2 \$7.4 \$89,9 \$47.1 \$98,0 \$54.2 \$93,3 \$112,7
Police Cadet PAY	STEP. STEP. HR MO YR HR MO	N 140 13 334.656 \$6,009 \$72,104 \$37.786 \$6,550 \$78,594 \$41,186 \$7,199 \$85,666 \$47,363 \$8,210 \$98,515 \$54,768 \$9,493	Y, \$2,667 150 14 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784 \$105,412 \$58,601 \$10,158	P   160   15	Y, \$32,00  170  16  \$39,689  \$6,879  \$02,553  \$43,261  \$7,499  \$89,983  \$47,153  \$8,173  \$98,078  \$54,227  \$9,399  \$112,791  \$62,703  \$10,869	1 ANNUAL R. 180 177 180 180 180 180 180 180 180 180 180 180	\$39.689 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$81,173 \$98,076 \$54,227 \$9,399 \$112,791 \$62,703 \$10,869	200 19 339.689 582.553 \$43.261 \$7,499 \$89.983 \$47.153 \$8,173 \$98.078 \$54.227 \$9.399 \$112,791	210 210 339.689 \$6,879 \$82,563 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	220 21 539.689 56,879 582,553 \$43.261 57,499 \$89,983 \$47.153 \$8,173 \$98,078 \$54.227 \$9,399 \$112,791 \$62,703 \$10,869	230 22 \$39,6879 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,669	240 23 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,869	250 24 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	280 25 \$39.6 \$6.8 \$82.5 \$43.2 \$7.4 \$89.9 \$47.1 \$8,1 \$99.0 \$54.2 \$9.3 \$112,7 \$10.8
Police Cadet  GR PAY  OFFICER  17050  F02  CORPORAL / DETECTIVE  17025  P07  SERGEANT  17070  P08  JEUTENANT  17045  P09  COMMANDER  17018	STEP. STEP. HR MO YR HR MO	N 140 13 334.656 \$6,009 \$72,104 \$37.786 \$6,550 \$78,594 \$41,186 \$7,199 \$85,666 \$47,363 \$8,210 \$98,515 \$54,768 \$9,493	Y, \$2,667 150 14 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784 \$105,412 \$58,601 \$10,158	7 MONTHL 160 15 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,764 \$105,412	Y, \$32,00  170  16  \$39,689  \$6,879  \$02,553  \$43,261  \$7,499  \$89,983  \$47,153  \$8,173  \$98,078  \$54,227  \$9,399  \$112,791  \$62,703  \$10,869	1 ANNUAL R. 180 17 180 17 180 17 180 17 180 17 180 180 180 180 180 180 180 180 180 180	\$39.689 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$81,173 \$98,076 \$54,227 \$9,399 \$112,791 \$62,703 \$10,869	200 19 339.689 582.553 \$43.261 \$7,499 \$89.983 \$47.153 \$8,173 \$98.078 \$54.227 \$9.399 \$112,791	210 210 339.689 \$6,879 \$82,563 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	220 21 539.689 56,879 582,553 \$43.261 57,499 \$89,983 \$47.153 \$8,173 \$98,078 \$54.227 \$9,399 \$112,791 \$62,703 \$10,869	230 22 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,398 \$112,791	240 23 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,869	250 24 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$9,078 \$54,227 \$9,399 \$112,791	280 25 \$39.6 \$6.8 \$82.5 \$43.2 \$7.4 \$89.6 \$47.1 \$98.0 \$112.7 \$12.7 \$10.6
Police Cadet PAY: PAY: PAY: PAY: PAY: PAY: PAY: PAY:	S15.3  KADE STEP FEAR HR MO YR	N 140 13 334.656 \$6,009 \$72,104 \$37.786 \$6,550 \$78,594 \$41,186 \$7,199 \$85,666 \$47,363 \$8,210 \$98,515 \$54,768 \$9,493	Y, \$2,667 150 144 \$37,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784 \$105,412 \$58,611 \$10,158 \$121,891	MONTHL 160 15 537,092 \$6,429 \$77,151 \$40,430 \$7,008 \$84,095 \$44,068 \$7,638 \$91,661 \$50,679 \$8,784 \$105,412 \$58,601 \$10,158 \$121,891	Y, \$32,00 170 16 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,869 \$130,423	1 ANNUAL R. 180 177 180 177 180 177 180 177 180 180 177 180 180 180 180 180 180 180 180 180 180	\$ 190 18 539.689 56.879 882.553 \$43.261 \$7,499 \$89,983 \$47.153 \$8,173 \$98.078 \$54.227 \$9,399 \$112,791 \$62.703 \$10,869 \$130,423	\$39.669 \$6.879 \$82.553 \$43.261 \$7.499 \$89,983 \$47.153 \$8,173 \$99,078 \$54.227 \$9,399 \$112,791 \$62.703 \$10,869 \$130,423	210 210 20 339.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,669 \$130,423	\$220 21 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,869 \$130,423	230 22 \$39,6879 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,669	240 23 \$39,689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791 \$62,703 \$10,869	250 24 \$39.689 \$6,879 \$82,553 \$43,261 \$7,499 \$89,983 \$47,153 \$8,173 \$98,078 \$54,227 \$9,399 \$112,791	280 25 \$39.6 \$6.8 \$82.5 \$43.2 \$7.4 \$89.9 \$47.1 \$98.0 \$54.2 \$9.3 \$112.7

Effective: December 7, 2008

# APPENDIX B-1 City of Austin Police Pay Schedule - Fiscal Year 2009-10

						40	Hour W	eek						
	GRADE PAYSTEP YEAR	A 10 BASE	B 20 1	C 30 2	D 40 3	E 50 4	F 60 5	G 70 6	H 80 7	90 8	J 100 9	K 110 10	L 120 11	M 130 12
OFFICER	HR	\$24.446		\$30.279	\$30.279	\$30.279			\$32.397	\$32.397	\$32.397	534,666	\$34.666	\$34.666
17050	MO	\$4,237	\$4,755		\$5,248	\$5,248	\$5,248		\$5,616		\$5,616			\$6,009
P02	YR	\$50,848	\$57,061	\$62,979	\$62,979	\$62,979	\$62,979	\$67,386	\$67,386	\$67,386	\$67,386	\$72,104	\$72,104	\$72,104
CORPORA	L/													
DETECTIV	E HR					\$33,003	\$33.003	\$35.313	\$35.313	\$35.313	\$35.313	\$37,786	S37.786	\$37,786
17025	MO					\$5,721	\$5,721	\$6,121	\$6,121	\$6,121	\$6,121	\$6,550	\$6,550	\$6,550
P07	YR					\$68,646	\$68,646		\$73,452		\$73,452		\$78,594	\$78,594
SERGEAN	T HR								\$38.491	\$38,491	\$38.491	\$41.186	\$41,186	\$41.186
17070	MO								\$6,672	\$6,672	\$6,672		\$7,139	\$7,139
P08	YR								\$80,061	\$80,061	\$80,061	\$85,666	\$85,666	\$85,666
LIEUTENAI	NT KR										\$44.265	\$47,363	\$47,363	\$47.363
17045	МО										\$7,673	\$8,210	\$8,210	\$8,210
P09	YR										\$92,070		\$98,515	\$98,515
COMMAND	ER HR												\$54.768	\$54,768
17018	MO												59.493	\$9,493
P10	YR													\$113,917
NOTES: Police Car	det \$15.3	85 HOUR	LY, \$2,66	7 MONTH	LY, \$32,00	1 ANNUA		O STATIS		UNDING,				
	GRADE	N 140	0 150	P 160	Q 170	R 180	S 190	T 200	U 210	V 220	W 230	HIN KIN	## <b>Y</b> ###	Z:
	YEAR	13	17		16	17	18	19	210 20	220 21	230 22	240 23	250 24	260 25
OFFICER	HR	\$34,666	\$37.092	537.092	\$39,689	\$39,689	\$39.689	\$39,689	\$39.689	539,689	S39,689	\$39,689	\$39,689	539,689
17050	МО	\$6,009	\$6,429	\$6,429	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6,879	\$6.879	\$6.879	\$6,879	\$6.879
P02	YR	\$72,104	\$77,151	\$77,151	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553	\$82,553
CORPORAL	L <i>1</i>													
DETECTIVE	E HR	\$37.786	\$40,430	\$40.430	\$43.261	\$43.261	\$43,261	\$43,261	\$43,261	\$43,261	\$43,261	\$43,261	\$43,261	\$43.261
17025	MO	\$6,550	\$7,008	\$7,008	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499	\$7,499
P07	YR	\$78,594	\$84,095	\$84,095	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983	\$89,983
SERGEANT	r hr	\$41.186	\$44,068	\$44.068	\$47,153	\$47.153	\$47.153	\$47.153	\$47,153	\$47.153	\$47,153	\$47,153	\$47.153	\$47,153
17070	MO	\$7,139	\$7,638	\$7,638	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173	\$8,173
P08	YR	\$85,666	\$91,661	\$91,661	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078	\$98,078
LIEUTENAN	NT HR	\$47.363	\$50.679	\$50.679	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54.227	\$54,227	\$54.227	\$54.227	\$54,227
17045	MO	\$8,210	\$8,784	\$8,784	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399	\$9,399
						40,000	20,000	99,000		40,000	33,333		39,333	

NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING. Police Cadot \$15.385 HOURLY, \$2,667 MONTHLY, \$32,001 ANNUAL

Year 2: As of the amended contract, the Austin Police Association agrees to no increase for FY 2009-10.

COMMANDER HR \$54.768 \$58.601 \$58.601 \$62.703 \$

#### APPENDIX B-2

# City of Austin Police Pay Schedule - Fiscal Year 2010-11

#### 40 Hour Week

ring for the dealer land same of the		Name and April 2015	Carlo de Maria		A									
	RADE 'STEP	A 10	B 20	C 30	D 40	E 50	F 60	G 70	H	1	J	K	Ļ	М
	YEAR	BASE	1	30 2	40 3	50 4	5 5		80	90	100	110	120	130
OFFICER	HR	\$25.180		7 17,7 40 11 15			THE PERSON NAMED IN COLUMN	6	1511 <b>7</b> 511 (	inida Bilia	666 <b>9</b> 666	10		12
17050		-	\$28.256					\$33.369	\$33.369	\$33.369	\$33,369	\$35,705		\$35.7
P02	MO YR	\$4,364 \$52,374	\$4,898					\$5,784	\$5,784	\$5,784	\$5,784	\$6,189		\$6,1
ruz	111	\$52,374	\$58,773	\$64,869	\$64,869	\$64,869	\$64.869	\$69,408	\$69,408	\$69,408	\$69,408	\$74,267	\$74,267	\$74,2
CORPORAL/														
DETECTIVE	HR					\$33.993	\$33.993	\$36.373	\$36,373	\$36.373	\$36.373	\$38,919	\$38.919	\$38.9
17025	MO					\$5,892		\$6,305	\$6,305	\$6,305	\$6,305	\$6,746		\$6.3
P07	YR					\$70,706		\$75,655	\$75,655				\$6,746	
,						\$10,100	\$10,100	313,033	313,023	\$75,655	\$75,655	\$80,952	\$80,952	\$80,9
SERGEANT	HR								\$39.646	\$39.646	\$39,646	\$42,421	\$42,421	\$42.4
17070	MO								\$6,872	\$6,872	\$6,872	\$7,353	\$7,353	\$7,
P08	YR								\$82,463	\$82,463	\$82,463	\$88,236	588,236	\$88,
LIEUTENANT	HR										\$45.593	\$48.784	\$48.784	\$48.7
17045	МО										\$7,903	\$8,456	\$8,456	\$8,4
P09	YR										\$94,833	\$101,471	\$101,471	\$101,4
COMMANDER	HR												\$56,411	\$56.4
													\$9,778	\$9,7
	MO												\$117,335	
7018 210 NOTES:		TH & ANN						O STATIS	TICAL RO	UNDING.				
17018 P10 NOTES:	YR							O STATIS	TICAL RO	OUNDING.			•	
17018 P10 NOTES: Police Cadet	YR MON \$15.3	85 HOUR		7 MONTH	LY, \$32,00	D1 ANNUA	ır.							6550 <b>7</b> 6
17018 P10 NOTES: Police Cadet	YR MON \$15.3		LY, \$2,66		LY, \$32,00 Q	D1 ANNUA	s.	T	U	V	W	X 240	Y	Z 260
17018 P10 NOTES: Police Cadet G	YR MON \$15.3	85 HOUR	LY, \$2,66 O 150	97 MONTH P 160	LY, \$32,00 Q 170	R 180	S 190	T 200	U 210	V 220	W 230	240	Y 250	260
17018 P10 NOTES: Police Cadet G	YR MON \$15.3 RADE STEP YEAR	N 140 13	LY, \$2,66 O 150	P 160 15	Q 170 16	R 180 17	S 190 18	T 200 19	U 210 20	V 220 21	W 230 22	240 23	Υ 250 24	260 25
17018 P10 NOTES: Police Cadet PAY	YR MON \$15.3  RADE: STEP YEAR HR	N 140 13 \$35,705	O 150 14 \$38.204	P 160 15 \$38.204	Q 170 16 \$40.880	R 180 17 \$40.880	S 190 18 \$40.880	T 200 19 \$40.880	.U 210 20 \$40.880	V 220 21 \$40.880	W 230 22 \$40 880	240 23 \$40,880	Y 250 24 \$40.880	260 25 \$40.8
17018 P10 NOTES: Police Cadet G	YR MON \$15.3 RADE STEP YEAR	N 140 13 \$35.705 \$6,189	O 150 14 \$38.204 \$6,622	P 160 15 \$38.204 \$6,622	Q 170 16 \$40.880 \$7,086	R 180 17 \$40.880 \$7,086	\$ 190 18 \$40.880 \$7,086	T 200 19 \$40.880 \$7,086	210 210 20 \$40.880 \$7,086	V 220 21 \$40,880 \$7,086	230 22 \$40.880 \$7,086	240 23 \$40,880 \$7,086	Y 250 24 \$40.880 \$7,086	<b>260</b> <b>25</b> \$40.8 \$7,0
NOTES: Police Cadet  G PAY PAY POFFICER 17050 P02	MON \$15.3 RADE STEP YEAR HR MO	N 140 13 \$35,705	O 150 14 \$38.204	P 160 15 \$38.204	Q 170 16 \$40.880	R 180 17 \$40.880	\$ 190 18 \$40.880 \$7,086	T 200 19 \$40.880	.U 210 20 \$40.880	V 220 21 \$40.880	W 230 22 \$40 880	240 23 \$40,880	Y 250 24 \$40.880	260 25 \$40.8
17018 P10  NOTES: Police Cadet PAY  PFFICER 17050 P02  CORPORAL /	MON \$15.3 RADE STEP YEAR HR MO YR	140 13 \$35.705 \$6,189 \$74,267	0 150 14 \$38.204 \$6,622 \$79,465	P 160 15 \$38.204 \$6,622 \$79,465	Q 170 16 \$40,880 \$7,086 \$85,030	R 180 17 \$40.860 \$7,086 \$85,030	\$ 190 18 \$40.880 \$7,086 \$85,030	7 200 19 \$40,880 \$7,096 \$85,030	210 210 20 \$40.880 \$7,086 \$85,030	V 220 21 \$40,880 \$7,086	230 22 \$40.880 \$7,086	240 23 \$40,880 \$7,086	Y 250 24 \$40.880 \$7,086	<b>260</b> <b>25</b> \$40.8 \$7,0
NOTES: Police Cadet  PAY  PFFICER 17050 P02  CORPORAL / DETECTIVE	YR MON \$15.3  RADE STEP YEAR HR MO YR HR	N 140 13 \$35.705 \$6,189 \$74,267	0 150 14 \$38.204 \$6,622 \$79,465	P 160 15 \$38.204 \$6,622 \$79,465 \$41.643	Q 170 16 \$40.880 \$7,086 \$85,030 \$44.559	R 180 17 \$40.880 \$7,086 \$85,030	\$ 190 18 \$40.880 \$7,086 \$85,030	T 200 19 \$40.880 \$7,086 \$85,030	210 210 20 \$40.880 \$7,086 \$85,030 \$44.559	V 220 21 \$40,880 \$7,086 \$85,030 \$44,559	230 22 \$40.880 \$7,086 \$85,030 \$44.559	240 23 \$40,880 \$7,086 \$85,030 \$44,559	Y 250 24 \$40.880 \$7,086	260 25 \$40.8 \$7,0 \$85,0
I7018 Police Cadet  PAY  DEFICER I7050 PO20  CORPORAL / DETECTIVE I7025	YR MON \$15.3  RADE STEP YEAR HR MO YR HR MO	N 140 13 \$35.705 \$6,189 \$74,267 \$38.919 \$6,746	O 150 14 \$38.204 \$6,622 \$79,465 \$41,643 \$7,218	P 150 15 \$38.204 \$6,622 \$79,465 \$41.643 \$7,218	Q 170 16 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724	R 180 17 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724	\$ 190 18 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724	7, 200, 19, \$40.880 \$7,086 \$85,030 \$44,559 \$7,724	\$40.880 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724	V 220 21 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724	\$230 22 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724	240 23 \$40,880 \$7,086 \$85,030 \$44,559 \$7,724	Y 250 24 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724	260 25 \$40.8 \$7,0 \$85,0
I7018 Police Cadet  PAY  DEFICER I7050 PO20  CORPORAL / DETECTIVE I7025	YR MON \$15.3  RADE STEP YEAR HR MO YR HR	N 140 13 \$35.705 \$6,189 \$74,267	0 150 14 \$38.204 \$6,622 \$79,465	P 160 15 \$38.204 \$6,622 \$79,465 \$41.643	Q 170 16 \$40.880 \$7,086 \$85,030 \$44.559	R 180 17 \$40.880 \$7,086 \$85,030	\$ 190 18 \$40.880 \$7,086 \$85,030	T 200 19 \$40.880 \$7,086 \$85,030	210 210 20 \$40.880 \$7,086 \$85,030 \$44.559	V 220 21 \$40,880 \$7,086 \$85,030 \$44,559	230 22 \$40.880 \$7,086 \$85,030 \$44.559	240 23 \$40,880 \$7,086 \$85,030 \$44,559	Y 250 24 \$40.880 \$7,086 \$85,030	\$40.8 \$7,0 \$85,0 \$44.8 \$7,7
17018 P10 NOTES: Police Cadet PAY OFFICER 17050 P02 CORPORAL/ DETECTIVE 17025	MON \$15.3 RADE STEP YEAR HR MO YR HR MO YR	N 140 13 \$35,705 \$6,189 \$74,267 \$38,919 \$6,746 \$80,952	0 150 14 \$38.204 \$6.622 \$79,465 \$41.643 \$7,218 \$86.617	7 MONTH 150 15 \$38.204 \$6,622 \$79,465 \$41.643 \$7,218 \$86,617	Q 170 16 \$40,880 \$7,086 \$85,030 \$44,659 \$7,724 \$92,683	R 180 17 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683	\$ 190 18 \$40.880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683	7 200 19 \$40.880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683	210 20 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683	V 220 21 540.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683	230 22 340,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683	240 23 \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683	7 250 24 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683	260 25 \$40.8 \$7,0 \$85,0 \$44.8 \$7,7 \$92,6
NOTES: Police Cadet  GPAY  DEFICER 17050 PO2  CORPORAL / DETECTIVE 17025 PO7  BERGEANT	MON \$15.3 RADE STEP YEAR HR MO YR HR MO YR	N 140 13 S35,705 S6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421	0 150 150 38.204 \$6.622 \$79,465 \$41.643 \$7,218 \$86.617 \$45.390	150 150 150 38.204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390	Q 170 170 160 540.880 \$7.096 \$85,030 \$44.559 \$7.724 \$92,683 \$48.568	R 180 180 170 180 180 180 180 180 180 180 180 180 18	\$ 190 180 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568	T 200 200 57,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568	U 210 201 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568	V 220 211 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568	220 220 340.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568	240 23 \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568	Y 250 24 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,663 \$48.568	260 25 \$40.6 \$7,0 \$85,0 \$44.5 \$7,7 \$92,6 \$48.5
I7018 P10  NOTES: Police Cadet  PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE 17025 P07  SERGEANT 17070	MON \$15.3 RADE STEP YEAR HR MO YR HR MO YR	N 140 13 35.705 \$6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421 \$7,353	0 150 150 38.204 \$6.622 \$79,465 \$41,643 \$7,218 \$86.617 \$45,390 \$7,868	150 150 15 38.204 \$6,622 \$79,465 \$41.643 \$7,218 \$86,617 \$45.390 \$7,868	Q 170 1680 \$40.880 \$7.086 \$85,030 \$44.659 \$7,724 \$92,683 \$48.568 \$8,418	R. 180 17 240.850 S7,086 S85,030 S44.559 S7,724 S92,683 S48.568 S8,418	\$ 190 18 \$40.880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	7, 200, 19, \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	U 210 20 540.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	220 21 540.850 57,086 585,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	230 222 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	240 23 \$40,880 \$7,085 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	250 24 \$40.880 \$7.086 \$85,030 \$44.559 \$7.724 \$92,683 \$48.568 \$8,418	260 25 \$40.6 \$7,0 \$85,0 \$44.5 \$7,7 \$92,6 \$48.5 \$8,4
I7018 P10  NOTES: Police Cadet  PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE 17025 P07  SERGEANT 17070	MON \$15.3 RADE STEP YEAR HR MO YR HR MO YR	N 140 13 S35,705 S6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421	0 150 150 38.204 \$6.622 \$79,465 \$41.643 \$7,218 \$86.617 \$45.390	150 150 15 38.204 \$6,622 \$79,465 \$41.643 \$7,218 \$86,617 \$45.390 \$7,868	Q 170 170 160 540.880 \$7.096 \$85,030 \$44.559 \$7.724 \$92,683 \$48.568	R. 180 17 240.850 S7,086 S85,030 S44.559 S7,724 S92,683 S48.568 S8,418	\$ 190 180 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568	7, 200 19 \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	U 210 20 540.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	V 220 211 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568	230 222 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	240 23 \$40,880 \$7,085 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	Y 250 24 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,663 \$48.568	260 25 \$40.8 \$7,0 \$85.0 \$44.9 \$7,7 \$92.6 \$48.5 \$8,4
I7018 P10  NOTES: Police Cadet  PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE 17026 P07  SERGEANT 17070 P08	MON \$15.3 RADE STEP YEAR HR MO YR HR MO YR	N 140 13 35.705 \$6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421 \$7,353	0 150 150 38.204 \$6.622 \$79,465 \$41,643 \$7,218 \$86.617 \$45,390 \$7,868	150 150 15 38.204 \$6,622 \$79,465 \$41.643 \$7,218 \$86,617 \$45.390 \$7,868	Q 170 1680 \$40.880 \$7.086 \$85,030 \$44.659 \$7,724 \$92,683 \$48.568 \$8,418	R. 180 17 240.850 S7,086 S85,030 S44.559 S7,724 S92,683 S48.568 S8,418	\$ 190 18 \$40.880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	7, 200, 19, \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	U 210 20 540.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	220 21 540.850 57,086 585,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	230 222 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418	240 23 \$40,880 \$7,085 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418	250 24 \$40.880 \$7.086 \$85,030 \$44.559 \$7.724 \$92,683 \$48.568 \$8,418	260 25 \$40.8 \$7,0 \$85,0 \$44.5 \$7,7 \$92,6 \$48.5 \$8,4 \$101,0
I7018 Police Cadet  Police Cadet  PAY  OFFICER  17050 PO2  CORPORAL /  DETECTIVE 17025 PO7  SERGEANT 17070 PO8  JEUTENANT	MON \$15.3 RADE STEP YEAR HR MO YR HR MO YR HR MO YR	N 140 13 \$35.705 \$6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421 \$7,353 \$88,236	LY, \$2,66 0 150 14 \$38.204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,868 \$94,411	7 MONTH 160 15 \$38.204 \$6,622 \$79,465 \$41.643 \$7,218 \$86,617 \$45,390 \$7,868 \$94,411	Q 170 16 \$40,880 \$7,086 \$85,030 \$44,659 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021	R 180 17 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$44.568 \$8,418 \$101,021	\$190 18 \$40.850 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418 \$101,021	200 19 \$40.880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021	210 20 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$46.568 \$8,418 \$101,021	V 220 21 549,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021	230 22 340.880 57,086 585,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418 \$101,021	240 23 \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021	250 24 \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021 \$55,853	260 25 \$40.8 \$7,0 \$85,0 \$44.5 \$7,7 \$92,6 \$48.5 \$8,4 \$101,0 \$55.8
NOTES: Police Cadet  PAY  PAY  POFFICER  17050 P02  CORPORAL / DETECTIVE 17026 P07  DERGEANT 17070 P08  JEUTENANT 17045	MON \$15.3 RADE STEP YEAR HR MO YR HR MO YR HR MO YR	N 140 13 S35 705 S6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421 \$7,353 \$88,236 \$48,784 \$8,456	UY, \$2,66 0 150 14 \$38.204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,688 \$94,411 \$52,199 \$9,048	P. 150 150 15 \$38.204 \$6,622 \$79,465 \$41.643 \$7,218 \$86,617 \$45.390 \$7,868 \$94,411 \$62,199 \$9,048	Q 170 16 \$40.880 \$7.086 \$85,030 \$44.559 \$7.724 \$92,683 \$48.568 \$8,418 \$101,021 \$55.853 \$9,681	R 180 17 540.880 \$7.086 \$85.030 \$7.724 \$92.683 \$48.568 \$8.418 \$101.021 \$55.853 \$9.681	\$ 190.	7 200 19 540.880 \$7.086 \$85.030 \$44.559 \$7.724 \$92,683 \$48.568 \$8,418 \$101,021 \$55.853 \$9,681	210 210 20 340.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$5,418 \$101.021	220 21 21 540,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$5,418 \$101,021 \$55,853 \$9,681	230 222 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$5,418 \$101,021 \$55.853 \$9,681	240 23 \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021 \$55,853	7, 250, 24, 540, 880, 87,086, 885,030, 844,559, 57,724, 892,653, \$48,558, \$8,418, \$101,021, \$55,853, \$9,681	260 25 \$40.8 \$7,0 \$85,0 \$44.5 \$7,7 \$92,6 \$48.5 \$8,4 \$101,0
ITO18 Police Cadet  Selice Cadet  SFREE PAY  OFFICER 17050 PO2  CORPORAL / DETECTIVE 17025 PO7  SERGEANT 17070 POB  JEUTENANT 17045 PO9	MON \$15.2 RADE FEAR HR MO YR HR MO YR HR MO YR	N 140 13 S35.705 S6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421 \$7,353 \$88,236 \$48,784 \$8,456 \$101,471	LY, \$2,66 0 150 14 \$38.204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,888 \$94,411 \$52,199 \$9,048 \$108,575	F MONTH 150 15 15 \$38,224 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,868 \$94,411 \$52,199 \$9,048 \$108,575	Q 170 16 \$40.880 \$7.086 \$85,030 \$44.559 \$7.724 \$92,683 \$48.568 \$8.418 \$101,021 \$55.853 \$9,681 \$116,175	R 180 17, \$40,880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021 \$55,853 \$9,681 \$116,175	\$190 18 \$40.880 \$7,086 \$85,030 \$44,559 \$7,724 \$92,683 \$48.568 \$4,18 \$101,021 \$55,853 \$9,681 \$116,175	T   200   19   \$40.880   \$7,086   \$85,030   \$44,559   \$7,724   \$92,683   \$48.568   \$8,418   \$101,021   \$55.853   \$9,681   \$116,175	210 210 20 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418 \$101.021 \$55.853 \$9,681 \$116,175	220 21 549.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418 \$101,021 \$55.853 \$9,681 \$116,175	230 22 24, 549, 880 57, 086 885, 030 \$44, 559 \$7, 724 \$92, 683 \$48, 568 \$5, 418 \$101, 021 \$55, 853 \$9, 681 \$116, 175	240 23 \$40,880 \$7,080 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021 \$55,853 \$9,681 \$116,175	Y 24 540,880 57,086 \$85,030 \$44,559 \$7,724 \$92,663 \$46,568 \$8,418 \$101,021 \$55,853 \$9,681 \$116,175	260 25 \$40.8 \$7,0 \$85,0 \$44.8 \$7,7 \$92,6 \$48.5 \$8,4 \$101,0 \$55.8 \$9,6 \$116,1
IT018 P10  NOTES: Police Cadet  PAY  OFFICER 17050 P02  CORPORAL / DETECTIVE 17025 207  SERGEANT 17070 P08  LIEUTENANT 17045 209  COMMANDER	YR  MON \$15.2  RADE STEP YEAR HR MO YR HR MO YR HR MO YR HR	N 140 13 535.705 56,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421 \$7,353 \$88,236 \$48,784 \$8,456 \$101,471 \$56,411	LY, \$2,66 0, 150 14 \$38,204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,968 \$94,411 \$52,199 \$9,048 \$108,575 \$60,359	7 MONTH 160 153 38.204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,868 \$94,411 \$62,199 \$9,048 \$108,575 \$60,359	Q 170 16 \$40,880 \$7,080 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$6,418 \$101,021 \$55,653 \$9,681 \$116,175	R 180 17. S40.880 57.086 \$85.030 544.559 \$7.724 \$92.683 \$48.568 \$8.418 \$101.021 \$55.853 \$9.681 \$116,175 \$64.584	\$ 190 18 540.800 \$40.800 \$57,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$6,418 \$101,021 \$55.853 \$9,681 \$116,175 \$64.584	17, 200, 19, 540,860, 57,086 \$85,030 \$44,559 \$7,724 \$92,683 \$8,418 \$101,021 \$55,853 \$9,681 \$116,175 \$64,584	210 20 30.840.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48,568 \$101.021 \$55,853 \$9,681 \$116,175 \$64.584	220 21 540.880 57.086 585,030 544.559 57.724 592.683 58.418 5101,021 555.853 59.681 5116,175 564.584	230 22 340.886 57,086 585,030 \$44.559 \$7,724 \$92,683 \$48.568 \$5,418 \$101,021 \$55.853 \$9,681 \$116,175 \$64.584	240 23 \$40,800 \$7,096 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021 \$55,653 \$9,681 \$116,175 \$64,584	250 24 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,663 \$48.568 \$8,418 \$101,021 \$55.853 \$9,681 \$116,175 \$64.584	260 25 \$40.8 \$7,0 \$85,0 \$44.5 \$7,7 \$92,6 \$48.5 \$8,4 \$101,0 \$55.8 \$116,1 \$64.5
NOTES: Police Cadet  GPAY  DEFICER 17050 PO2  CORPORAL / DETECTIVE 17025 PO7  BERGEANT	MON \$15.2 RADE FEAR HR MO YR HR MO YR HR MO YR	N 140 13 S35.705 S6,189 \$74,267 \$38,919 \$6,746 \$80,952 \$42,421 \$7,353 \$86,236 \$48.784 \$8,456 \$101,471 \$56,411 \$9,778	LY, \$2,66 0 150 14 \$38,204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,868 \$94,411 \$52,199 \$9,048 \$108,575 \$60,359 \$10,462	7 MONTH 160 15 38,204 \$6,622 \$79,465 \$41,643 \$7,218 \$86,617 \$45,390 \$7,868 \$94,411 \$52,199 \$9,048 \$108,575 \$60,359 \$10,462	Q 170 16 \$40.880 \$7.086 \$85,030 \$44.559 \$7.724 \$92.683 \$48.568 \$8.101,021 \$55.853 \$9.661 \$116.175 \$64.584 \$11,195	R 180 17. S40.880 \$7.086 \$85.030 \$7.24 \$92.683 \$48.568 \$8.101,021 \$55.853 \$9.681 \$116,175 \$64.584 \$11,195	\$ 190 18 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418 \$101,021 \$55,853 \$101,021 \$55,853 \$101,021	T 200 19 S40.880 \$7,096 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$8,418 \$101,021 \$55.853 \$9,661 \$116,175 \$64.584 \$11,195	210 210 20 340.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,683 \$48.568 \$6,418 \$101.021 \$55.853 \$9,681 \$116,175 \$64.584 \$11,195	220 21 340,880 57,086 \$85,030 \$44,559 57,724 \$92,683 \$48,558 \$5,418 \$101,021 \$55,853 \$9,681 \$116,175 \$64,584 \$11,195	220 22 340 880 57,096 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$5,418 \$101,021 \$55,853 \$9,681 \$116,175 \$64,584 \$11,195	240 23 \$40,880 \$7,080 \$85,030 \$44,559 \$7,724 \$92,683 \$48,568 \$8,418 \$101,021 \$55,853 \$9,681 \$116,175	Y 250 24 \$40.880 \$7,086 \$85,030 \$44.559 \$7,724 \$92,663 \$48.568 \$8,418 \$101,021 \$55,853 \$9,681 \$116,175 \$64,584	260 25 \$40.8 \$7,0 \$85.0 \$44.8 \$7,7 \$92.6 \$48.5 \$8,4 \$101.0 \$55.8 \$116,1

Year 3: 3.0% effective first pay period FY 2010-2011

# APPENDIX B-3 City of Austin Police Pay Schedule - Fiscal Year 2011-12

						40	Hour W	leek 💮				-	-	
	RADE	A	В	C	D	E	in Fall	G	Н		J	K	see Light	ezza M
	YSTEP	10 BASE	20 1	30	40	50	60	70	80	90	100	110	120	130
FFICER	YEAR HR I			2	3	4	5	6	7	8	9	10	11	12
7050	MO	\$25.935 \$4,495	\$29.104	\$32.122	\$32.122	\$32.122			\$34.370	\$34.370	\$34,370		\$36.777	S36
02	YR	\$53,945	\$5,045 \$60,536	\$5,568 \$66,815		\$5,568 \$66,815			\$5,957	\$5,957	\$5,957	\$6,375	\$6,375	\$6,
02	1115	333,343	\$00,000	\$10,00	300,010	\$00,013	\$66,815	\$71,490	\$71,490	\$71,490	\$71,490	\$76,495	\$76,495	\$76,
ORPORAL /	1 1						1		1			I	1	т-
ETECTIVE	HR					\$35.013	\$35.013	\$37.464	\$37,464	\$37.464	\$37,464	\$40,087	\$40.087	\$40.
7025	MO				· ·	56,069		\$6,494	\$6,494	\$6,494	\$6,494	\$6,948	\$6,948	\$6.
07	YR					\$72,827				\$77,925	\$77,925			\$83.
	. ,		,				1	,	4.110001	_ 4//,020	4111020	400,000	000,000	, Jao
ERGEANT	HR						r		\$40.835	\$40.835	\$40.835	\$43.694	\$43.694	\$43
7070	MO	:							\$7,078	\$7,078	\$7.078	\$7,574	\$7,574	\$7
08	YR	,				_			\$84,937	\$84,937				
														*
EUTENANT	HR										\$46.960	\$50,248	\$50.248	\$50.
7045	MO	į		į							\$8,140	\$8,710	\$8,710	\$8,
09	[YR]		- 1	j	!						\$97,678	\$104,515	\$104,515	\$104,
OMMANDER	HR												\$58.103	\$58.
7018	MO								.				\$10,071	
10	YR							i					\$120,855	\$120,
IOTES: olice Cadet	\$15.3	85 HOURI	Y, \$2,66	7 MONTH	LY, \$32,00	1 ANNUA	L		TICAL RO					
olice Cadet	\$15.3	85 HOURI N	LY, \$2,66 O	MONTHI P	LY, \$32,00	1 ANNUA	L 5	Tilling	U S	V	a Witte	X	neve <b>Y</b>	
olice Cadet G PAY	\$15.3 RADE STEP	85 HOURI N 140	.Y, \$2,66 O 150	P 160	LY, \$32,00 Q 170	1 ANNUA R 180	5 190	T 200	U 210	V 220	230	240	250	260
olice Cadet G PAY	\$15.3 RADE STEP YEAR	85 HOURI N 140 13	.Y, \$2,66 O 150	7 MONTHI P 160 15	LY, \$32,00 Q 170 16	1 ANNUA R 180 17	5 190 18	T 200 19	U 210 20	V 220 21	230 22	240 23	250 24	260 25
olice Cadet G PAY	S15.3  RADE STEP YEAR HR	N 140 13 \$36.777	Y, \$2,66 0 150 14 \$39.351	P 160 15 \$39,351	LY, \$32,00 Q 170 16 \$42,106	R 180 17 \$42.106	5 190 18 \$42,106	T 200 19 \$42.106	210 210 20 \$42.106	V 220 21 \$42.106	230 22 \$42.106	240 23 \$42.106	250 24 \$42.106	260 25 \$42
G G PAY FFICER 7050	\$15.3 RADE STEP YEAR HR	N 140 13 \$36.777 \$6,375	V, \$2,66 0 150 14 \$39.351 \$6,821	7 MONTHI P 160 15 \$39,351 \$6,821	Q 170 16 \$42.106 \$7,298	R 180 17 \$42.106 \$7,298	5 190 18 \$42.106 \$7,298	T 200 19 \$42.106 \$7,298	U 210 20 \$42.106 \$7,298	V 220 21 \$42.106 \$7,298	230 22 \$42.106 \$7,298	240 23 \$42.106 \$7,298	250 24 \$42,106 \$7,298	260 25 \$42 \$7,
G G PAY FFICER 7050	S15.3  RADE STEP YEAR HR	N 140 13 \$36.777	Y, \$2,66 0 150 14 \$39.351	P 160 15 \$39,351	LY, \$32,00 Q 170 16 \$42,106	R 180 17 \$42.106	5 190 18 \$42.106 \$7,298	T 200 19 \$42.106	210 210 20 \$42.106	V 220 21 \$42.106	230 22 \$42.106	240 23 \$42.106	250 24 \$42.106	260 25 \$42 \$7,
olice Cadet G PAY	\$15.3 RADE STEP YEAR HR	N 140 13 \$36.777 \$6,375	V, \$2,66 0 150 14 \$39.351 \$6,821	7 MONTHI P 160 15 \$39,351 \$6,821	Q 170 16 \$42.106 \$7,298	R 180 17 \$42.106 \$7,298	5 190 18 \$42.106 \$7,298	T 200 19 \$42.106 \$7,298	U 210 20 \$42.106 \$7,298	V 220 21 \$42.106 \$7,298	230 22 \$42.106 \$7,298	240 23 \$42.106 \$7,298	250 24 \$42,106 \$7,298	260 25 \$42 \$7,
FFICER 7050 002	\$15.3 RADE STEP YEAR HR	N 140 13 \$36.777 \$6,375	V, \$2,66 0 150 14 \$39.351 \$6,821	7 MONTHI P 160 15 \$39,351 \$6,821	Q 170 16 \$42.106 \$7,298	R 180 17 \$42.106 \$7,298	190 18 \$42.106 \$7,298 \$87,581	T 200 19 \$42.106 \$7,298 \$87,581	210 20 \$42.106 \$7,298 \$87,581	V 220 21 \$42.106 \$7,298 \$87,581	230 22 \$42.106 \$7,298 \$87,581	240 23 \$42,106 \$7,298 \$87,581	250 24 \$42,106 \$7,298 \$87,581	260 25 \$42 \$7, \$87,
G PAY FFICER 7050 02  ÖRPORAL / ETECTIVE 7025	RADE STEP YEAR HR MO YR	N 140 13 \$36.777 \$6,375 \$76,495	O 150 14 \$39.351 \$6,821 \$81,849	P 160 15 \$39,351 \$6,821 \$81,849	Q 170 170 16 \$42,106 \$7,298 \$87,581	R 180 17 \$42,106 \$7,298 \$87,581	190 18 \$42.106 \$7,298 \$87,581	T 200 19 \$42.106 \$7,298	U 210 20 \$42.106 \$7,298	V 220 21 \$42.106 \$7,298 \$87,581	230 22 \$42.106 \$7,298 \$87,581 \$45.896	240 23 \$42,106 \$7,298 \$87,581 \$45,896	250 24 \$42.106 \$7,298 \$87,581 \$45.896	260 25 \$42 \$7, \$87,
G PAY FFICER 7050 02  ÖRPORAL / ETECTIVE 7025	RADE STEP YEAR HR MO YR	N 140 13 \$36.777 \$6,375 \$76,495	O 150 14 \$39.351 \$6,821 \$81,849	7 MONTHI 160 15 \$39.351 \$6,821 \$81,849 \$42.892	Q 170 16 \$42,106 \$7,298 \$87,581 \$45,896	R 180 17 \$42,106 \$7,298 \$87,581	\$ 190 18 \$42.105 \$7,298 \$87,581 \$45.896 \$7,955	T 200 19 \$42.106 \$7,298 \$87,581	U 210 20 \$42.106 \$7,298 \$87,581	V 220 21 \$42.106 \$7,298 \$87,581	230 22 \$42.106 \$7,298 \$87,581	240 23 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955	250 24 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955	260 25 \$42 \$7, \$87, \$45.
FFICER 7050 02  ÖRPORAL / ETECTIVE 7025 07	RADE STEP YEAR HR MO YR HR MO YR	N 140 13 \$36.777 \$6,375 \$76,495 \$40,087 \$6,948 \$83,380	0 150 14 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216	7 MONTH 160 15 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216	Q 170 16 \$42.106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463	R 180 17 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463	5 190 18 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463	7 200 19 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463	210 20 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463	220 21 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955	230 22 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955	240 23 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955	250 24 \$42.106 \$7,298 \$87,581 \$45.896	260 25 \$42 \$7, \$87, \$45.
G PAY FFICER 7050 02  ÖRPORAL / ETECTIVE 7025 07  ERGEANT	RADE STEP YEAR HR MO YR HR MO YR	N 140 13 336.777 56,375 \$76,495 \$40,087 \$6,948 \$83,380 \$43,694	O 150 150 14 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89.216	7 MONTHI 160 15 539.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752	LY, \$32,00 170 16 542,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463	R 180 17 542 106 57,298 587,581 \$45,896 \$7,955 \$95,463 \$50,025	5 190 18 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463	200 19 19 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463	210 210 20 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463	V 220 21 342.106 57,298 \$87,581 \$45,896 \$7,955 \$95,463	230 22 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025	240 23 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955	250 24 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955	260 25 \$42 \$7, \$87, \$87, \$95,
GIVEN CARDEL PAY  FFICER  7050 02  ORPORAL / ETECTIVE  7025 07  ERGEANT	RADE STEP YEAR HR MO YR HR MO YR	85 HOURI 140 13 \$36.777 \$6.375 \$76.495 \$40.087 \$5.948 \$83,380 \$43.694 \$7,574	C 150 14 \$39.351 \$6.821 \$81.849 \$42.892 \$7.435 \$89.216 \$46.752 \$8,104	7 MONTH 160 15 539.351 \$6,821 \$81,849 \$42,892 \$7,435 \$89,216 \$46,752 \$8,104	Q 170 16 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671	R 180 177 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671	\$ 190 18 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671	\$200 \$19 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671	210 20 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671	V 220 21 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463	230 22 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463	\$42,106 \$7,298 \$87,581 \$45,896 \$7,965 \$95,463	250 24 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463	260 25 \$42 \$7, \$87, \$45, \$7, \$95,
FFICER 7050 02  ÖRPORAL / ETECTIVE 7025 07	RADE STEP YEAR HR MO YR HR MO YR	N 140 13 336.777 56,375 \$76,495 \$40,087 \$6,948 \$83,380 \$43,694	O 150 150 14 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89.216	7 MONTH 160 15 539.351 \$6,821 \$81,849 \$42,892 \$7,435 \$89,216 \$46,752 \$8,104	Q 170 16 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671	R 180 17 542 106 57,298 587,581 \$45,896 \$7,955 \$95,463 \$50,025	\$ 190 18 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671	200 19 19 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463	210 210 20 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463	V 220 21 342.106 57,298 \$87,581 \$45,896 \$7,955 \$95,463	230 22 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671	\$42,106 \$7,298 \$87,581 \$45,896 \$7,965 \$95,463 \$50,025	250 24 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671	\$45. \$45. \$50. \$50. \$87.
PAY FFICER 7050 02 ORPORAL / ETECTIVE 7070 08	RADE STEP YEAR HR MO YR HR MO YR HR MO YR	85 HOURI 140 13 536.777 56.375 576.495 \$40.087 \$6.948 583,380 \$43,694 \$7,574 \$90,883	C \$2,66  O \$150  14  \$39.351  \$6.821  \$81.849  \$42.892  \$7,435  \$89,216  \$46.752  \$8,104  \$97,243	7 MONTHI 160 15 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243	Q 170 16 542 106 57,298 587,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051	1 ANNUA R 180 17 \$42.106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,651	\$ 190 18	\$200 \$19 \$42.106 \$7.298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	210 20 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	220 21 542.106 57.298 587,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	230, 22, \$42,106, \$7,298, \$87,581, \$45,895, \$7,955, \$95,463, \$50,025, \$8,671, \$104,051,	240 23 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051	250 24 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051	260 225 \$42 \$7, \$87, \$45, \$7, \$95, \$50,0 \$8,0 \$104,0
Olice Cadet  PAY  FFICER F050 02  ÖRPORAL / ETECTIVE 7025 07  ERGEANT 1070 18  EUTÉNANT	RADE STEP YEAR HR MO YR MO YR MO YR HR MO YR HR	85 HOURI 140 13 \$36.777 \$6,375 \$76,495 \$40,087 \$5,948 \$83,380 \$43,694 \$7,574 \$90,883	C \$2,66 C \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243 \$53.765	7 MONTHI 160 15 \$39.351 \$6.821 \$81,849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243 \$53,765	Q 170 16 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051	1 ANNUA R 180 17 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	\$ 190 18 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	200 19 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	210 20 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051	V 220 21 \$42.106 \$7.298 \$87.581 \$45.896 \$7.955 \$95.463 \$50.025 \$8.671 \$104.051	230 22 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051	240 23 \$42,106 \$7,298 \$87,581 \$45,896 \$7,969 \$95,463 \$50,025 \$8,671 \$104,051	250 24 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051	\$45 \$45 \$50 \$50 \$50 \$50 \$50 \$57
Office Cadet  PAY  FFICER  7050  02  ORPORAL /  ETECTIVE  7025  07  ERGEANT  7070  38  EUTENANT  645	RADE STEP YEAR HR MO YR HR MO YR HR MO YR	85 HOURI 140 13 536,777 56,375 576,495 \$40,087 56,948 583,380 \$43,694 57,574 \$90,883	CY, \$2,66  O 150 14  S39.351 S6.821 S81.849  \$42.892 \$7,435 S89.216  \$46.762 \$8,104 \$97,243  \$53.765 \$9,319	7 MONTH 160 15 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243 \$53,765 \$9,319	Q 170 16 542.106 \$7.298 \$87.581 \$45.896 \$7.955 \$95.463 \$50.025 \$8.671 \$104.051	1 ANNUA R 180 17 \$42.105 \$7.298 \$87.581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57.529 \$9,972	\$ 190 18 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	200 19 \$42.106 \$7.298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,528 \$9,972	210 20 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051	Y 220 21 S42.106 57.298 S87.581 S45.896 S7.955 S95.463 S50.051 S104.051 S57.529 S9.972 S9.972	230 22 \$42.106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972	240 23 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972	250 24 \$42.106 \$7.298 \$87.581 \$45.896 \$7.955 \$95.463 \$50.025 \$8.671 \$104.051 \$57.529 \$9.972	\$45 \$45 \$50 \$50 \$50 \$50 \$50 \$50 \$57 \$95
Office Cadet  PAY  FFICER  7050  02   ORPORAL /  ETECTIVE  7025  07  ERGEANT  7070  38  EUTENANT  645	RADE STEP YEAR HR MO YR HR MO YR HR MO YR	85 HOURI 140 13 \$36.777 \$6,375 \$76,495 \$40,087 \$5,948 \$83,380 \$43,694 \$7,574 \$90,883	CY, \$2,66  O 150 14  S39.351 S6.821 S81.849  \$42.892 \$7,435 S89.216  \$46.762 \$8,104 \$97,243  \$53.765 \$9,319	7 MONTHI 160 15 \$39.351 \$6.821 \$81,849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243 \$53,765	Q 170 16 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051	1 ANNUA R 180 17 \$42.105 \$7.298 \$87.581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57.529 \$9,972	\$ 190 18 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	200 19 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051	210 20 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051	Y 220 21 S42.106 57.298 S87.581 S45.896 S7.955 S95.463 S50.051 S104.051 S57.529 S9.972 S9.972	230 22 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051	240 23 \$42,106 \$7,298 \$87,581 \$45,896 \$7,969 \$95,463 \$50,025 \$8,671 \$104,051	250 24 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051	\$45 \$45 \$50 \$50 \$50 \$50 \$50 \$50 \$57 \$95
Olice Cadet  PAY  FFICER POSO 02  ÖRPORAL / ETECTIVE 7025 07  ERGEANT 1070 18  EUTENANT 1045 199	RADE- STEP- YEAR HR MO YR HR MO YR HR MO YR HR MO YR	85 HOURI 140 13 336.777 56,375 \$76,495 \$40,087 \$6,948 \$83,380 \$43,694 \$7,574 \$90,883 \$50,248 \$8,710 \$104,515	C \$2,66 C \$150 14 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243 \$53.765 \$9,319 \$111.832	7 MONTHI 160 15 \$39.351 \$6,821 \$81,849 \$7,435 \$89,216 \$46,752 \$8,104 \$97,243 \$53,765 \$9,319 \$111,832	Q 170 16 57.298 \$87.581 \$45.896 \$7,955 \$95.463 \$50.025 \$5,671 \$104.051	R 180 17: \$42.06 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660	\$ 190 16 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$\$50.025 \$8,671 \$104,051 \$\$57,529 \$9,972 \$119,660	\$42.00 \$9.200 \$19.200 \$7.298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,061 \$57,529 \$9,972 \$119,660	210 20 \$42.106 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660	V 220 21 54.2166 \$7.298 \$87.581 \$45.896 \$7.955 \$95.463 \$50.025 \$8.671 \$104.051 \$57.529 \$9.972 \$119.660	230 22 \$42.106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$1,960	240 23 \$42.105 \$7.298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$19,960	250 24 \$42.109 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,071 \$17,529 \$9,972 \$119,660	\$57.4 \$9,9 \$119,6
Olice Cadet  PAY  FFICER  7050 02  ÖRPORAL / ETECTIVE  7025 03  ERGEANT  7070 08  EUTENANT  045 199  DMMANDER	RADE STEP. YEAR. HR MO YR HR MO YR HR MO YR HR MO YR	85 HOURI N 140 13 \$36.777 \$6,375 \$76,495 \$40,087 \$5,948 \$83,380 \$43,694 \$7,574 \$90,883 \$50,248 \$8,710 \$104,515 \$58,103	C \$2,66  O 150  150  150  150  150  150  150  150	7 MONTHI P. 160 151 \$39.351 \$6.821 \$81,849 \$42.892 \$7,435 \$89,216 \$46,752 \$8,104 \$97,243 \$53,765 \$9,319 \$111,832	Q 170 16 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051 \$57,529 \$9,72 \$119,660 \$66.522	1 ANNUA 180 177 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660	\$ 190 18 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66,522	\$45.896 \$7.298 \$87,581 \$45.896 \$7.955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66.522	210 20 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051 \$57,529 \$9,972 \$119,660	Y 220 21 542.106 57.298 \$42.106 57.298 \$87.581 \$45.896 \$7.955 \$95.463 \$50.025 \$9.671 \$104.051 \$57.529 \$9.972 \$119.660 \$66.522	\$230 \$22 \$42.06 \$7.298 \$87,581 \$45,896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57.529 \$9,972 \$119,660 \$66.522	240 23 \$42.106 \$7.298 \$87,581 \$45.896 \$7,965 \$95,463 \$50.025 \$8,671 \$104,051 \$57.529 \$9,972 \$119,660	250 24 \$42.106 57,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66,522	2666.25
Olice Cadet  PAY PAY FFICER 7050 02  ORPORAL / ETECTIVE 7025 07  ERGEANT 7070 08  EUTÉNANT 645 09  OMMANDER 7018	RADE STEP YEAR HR MO YR MO YR HR MO YR MO YR MO YR MO YR MO YR HR MO YR	N 140 13 536.777 56.376 495 56.948 583.380 \$43.694 57.574 \$90.883 \$50.248 \$8.710 \$104.515 \$58.103 \$10.071	CY, \$2,66 150 14 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243 \$53.765 \$9,319 \$111.832	7 MONTHI P. 160 151 \$39.351 \$8.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$9,7243 \$97,243 \$97,243 \$111,832 \$53,765 \$9,319 \$111,832	LY, \$32,00 170 16 542,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66,522 \$11,560	1 ANNUA R 180 177 S42.106 S7,298 \$87,581 \$45.896 S7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$119,660	\$ 190 16 542.06 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$57.952 \$8,671 \$104.051 \$57.529 \$119,660 \$\$66,522 \$11,530	\$45.896 \$7,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$119,660	210 210 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051 \$57.529 \$9,972 \$119,660	V. 220 21, S42.106 57,298 \$87,581 \$45.896 57,955 \$95,463 \$50.025 \$8,671 \$104.051 \$19,660 \$66.522 \$11,530	230 22 \$42.106 57.298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660	240 23 \$42,1066 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$104,051 \$5,7529 \$119,660 \$66,522 \$11,530	250 24 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$194,05	2666.511.
Olice Cadet  PAY PAY FFICER 7050 02  ORPORAL / ETECTIVE 7025 07  ERGEANT 7070 08  EUTÉNANT 645 09  OMMANDER 7018	RADE STEP YEAR HR MO YR MO YR HR MO YR MO YR MO YR MO YR MO YR HR MO YR	85 HOURI N 140 13 \$36.777 \$6,375 \$76,495 \$40,087 \$5,948 \$83,380 \$43,694 \$7,574 \$90,883 \$50,248 \$8,710 \$104,515 \$58,103	CY, \$2,66 150 14 \$39.351 \$6.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$8,104 \$97,243 \$53.765 \$9,319 \$111.832	7 MONTHI P. 160 151 \$39.351 \$8.821 \$81.849 \$42.892 \$7,435 \$89,216 \$46.752 \$9,7243 \$97,243 \$97,243 \$111,832 \$53,765 \$9,319 \$111,832	Q 170 16 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051 \$57,529 \$9,72 \$119,660 \$66.522	1 ANNUA R 180 177 S42.106 S7,298 \$87,581 \$45.896 S7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$119,660	\$ 190 16 542.06 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$57.952 \$8,671 \$104.051 \$57.529 \$119,660 \$\$66,522 \$11,530	\$45.896 \$7.298 \$87,581 \$45.896 \$7.955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66.522	210 210 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051 \$57.529 \$9,972 \$119,660	Y 220 21 542.106 57.298 \$42.106 57.298 \$87.581 \$45.896 \$7.955 \$95.463 \$50.025 \$9.671 \$104.051 \$57.529 \$9.972 \$119.660 \$66.522	230 22 \$42.106 57.298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660	240 23 \$42,1066 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$104,051 \$5,7529 \$119,660 \$66,522 \$11,530	250 24 \$42.106 57,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66,522	2666.511.
Olice Cadet  PAY  FFICER  1050  102  ÖRPORAL /  ETECTIVE  1025  107  ERGEANT  1045  109  DMMANDER  1016  1016  1017  1017  1017  1018  101	RADE STEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	85 HOURI 140 131 336,777 \$6,375 \$76,495 \$40,087 \$6,948 \$83,380 \$43,694 \$7,574 \$90,883 \$50,248 \$8,710 \$104,515 \$58,103 \$10,071 \$120,855	V, \$2,66  0 150 14 \$39.351 \$6.821 \$81.849  \$42.892 \$7.435 \$89.216  \$46.752 \$8,104 \$97,243  \$53.765 \$9.319 \$111.832  \$62.170 \$10,776 \$129,314	7 MONTHI 160 151 \$39.351 \$6.821 \$81,849 \$42.892 \$7,435 \$89,216 \$46,752 \$8,104 \$97,243 \$53,765 \$9,319 \$111,832 \$52,170 \$10,776 \$129,314	Q 170 170 16 542 106 57,298 587,581 \$45,896 57,955 \$95,463 \$50,025 \$5,671 \$104,051 \$57,528 \$9,972 \$119,660 \$153,530 \$138,366	1 ANNUA 180 177 \$42 106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66,522 \$11,530 \$138,366	\$ 190 18 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$68,522 \$11,530 \$138,366	\$45.896 \$7.298 \$87,581 \$45.896 \$7.298 \$87,581 \$45.896 \$7.955 \$95,463 \$50.025 \$8,671 \$104,051 \$57.528 \$9,972 \$119,660 \$66.522 \$11,530 \$138,366	210 20 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660 \$66.522 \$11,530 \$138,366	Y 220 21 542.106 57.298 \$87.581 \$45.896 \$7.955 \$95.463 \$59.051 \$19.660 \$7.529 \$119.660 \$115.30 \$113.366	230 22 \$42.106 57.298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660	240 23 \$42,1066 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$104,051 \$5,7529 \$119,660 \$66,522 \$11,530	250 24 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$194,05	2666.511.
Olice Cadet  PAY  FFICER  7050  02  ORPORAL / ETECTIVE  7025  07  ERGEANT  7040  BB  EUTENANT  645  199  DOMMANDER  1018  DOMMANDER  1018  DOTES:	RADE STEP. YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO YR WO YR MO YR	85 HOURI N 140 133 \$36.777 \$6,375 \$76,495 \$40,087 \$5,948 \$7,574 \$7,574 \$90,883 \$50,248 \$8,710 \$104,515 \$58,103 \$10,071 \$120,855 H & ANNI	C \$2,66  150  141  \$39.351  \$6.821  \$6.821  \$81,849  \$42.892  \$7,435  \$89,216  \$46,752  \$8,104  \$97,243  \$53,765  \$9,319  \$111,632  \$62,170  \$10,776  \$129,314	7 MONTHI P. 160 151 539.351 58.821 581.849 57.435 589,216 546.752 58.104 997.243 553.765 59,319 5111,832 552.170 510,776 5129,314	Q 170 170 16 542 106 57,298 587,581 \$45,896 57,955 \$95,463 \$50,025 \$5,671 \$104,051 \$57,528 \$9,972 \$119,660 \$153,530 \$138,366	1 ANNUA R 180 177 S42.106 S7,298 S87,581 S45.896 S7,955 S95,463 S50.025 S8,671 S104,051 S75,529 S9,972 S119,660 S66.522 S11,530 S138,366	5 190 16 S42.106 S7,298 S87,581 S45.896 S7,955 S95,463 S8,671 S104,051 S119,560 S138,366 NS DUE T	\$45.896 \$7.298 \$87,581 \$45.896 \$7.298 \$87,581 \$45.896 \$7.955 \$95,463 \$50.025 \$8,671 \$104,051 \$57.528 \$9,972 \$119,660 \$66.522 \$11,530 \$138,366	210 210 542.106 57,298 \$87,581 \$45.896 \$7,955 \$95,463 \$50.025 \$8,671 \$104.051 \$57.529 \$9,972 \$119,660	Y 220 21 542.106 57.298 \$87.581 \$45.896 \$7.955 \$95.463 \$59.051 \$19.660 \$7.529 \$119.660 \$115.30 \$113.366	230 22 \$42.106 57.298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$57,529 \$9,972 \$119,660	240 23 \$42,1066 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$104,051 \$5,7529 \$119,660 \$66,522 \$11,530	250 24 \$42,106 \$7,298 \$87,581 \$45,896 \$7,955 \$95,463 \$50,025 \$8,671 \$104,051 \$194,05	2666.511.

Year 4: As of the amended contract, option year becomes a contractual year. 3.0% effective first pay period FY 2011-12. If majority of non-public safety employees receive a wage increase of more than 3.0% for FY 2011-12, the 3.0% increase shall be increased to the base wage increase received by the majority of employees.

# APPENDIX B-4 City of Austin Police Pay Schedule - Fiscal Year 2012-13

						40 F	lour We	ek						
	GRADE		В	C	D	E	F.	G	Н	is less	and James	К	As Las	ma Ma
	PAYSTEP		20	30	40	50	60	70	80	90	100	110	120	130
AND A STREET OF THE STREET, ST	YEAR		isin bidak	2	111 3 IV 18	6/4 SE	5	6	7.084	8	9	10	110	12
OFFICER	HR	\$26,713	\$29.977	\$33,086	\$33.086	\$33.086	\$33.086	\$35,401	\$35.401	\$35,401	\$35.401	\$37.880	\$37.880	\$37.8
17050 P02	MO	\$4,630	\$5,196	\$5,735	\$5,735	\$5,735	\$5,735	\$6,136	\$6,136	\$6,136	\$6,136	56,566	\$6,566	\$6,5
-UZ	YR	\$55,563	\$62,352	\$68,819	\$68,819	\$68,619	\$68,819	\$73,635	\$73,635	\$73,635	\$73,635	\$78,790	\$78,790	\$78,7
CORPORAL /		r . 1		1	1				:					
DETECTIVE	HR					\$36,063	\$36.063	\$38.588	\$38.588	\$38,588	\$38,588	\$41.289	\$41,289	\$41.2
17025	MO					\$6,251	\$6,251	\$6,689	\$6,689	\$6,689	\$6,689	\$7,157	\$7,157	\$7,1
P07	YR					\$75,011				\$80,263	\$80,263		\$85,882	
													,	
SERGEANT	HR								\$42.060	\$42.060	\$42.060	\$45.005	\$45.005	\$45.0
17070	MO								\$7,290	\$7,290	\$7,290	\$7,801	\$7,801	\$7,8
P08	YR				I				\$87,485	\$87,485	\$87,485	\$93,609	\$93,609	\$93,6
JEUTENANT	: (15									,				
17045	HR MO										\$48.369	\$51.755	\$51,755	\$51.7
P09	YR					3	į.			ł	\$8,384	\$8,971	\$8,971	\$8,9
			······································		1						\$100,000	\$107,650	\$107,650	\$107,6
COMMANDER	: HR				1								\$59.846	\$59.8
17018	MO		ļ	1	i	- +		+				t	\$10,373	\$10.3
210	YR		İ			,	1					1	\$124,480	
NOTES:	MON	TH & ANN	UAL PAY	RATES AI	RE APPRO	DITAMIXO	NS DUE T	O STATIS	TICAL RO	JNDING.				
NOTES: Police Cadet		ITH & ANN 385 HOUR						O STATIS	TICAL RO	JNDING.				
	\$15.	385 HOUR	LY, \$2,66	7 MONTH	LY, \$32,00	1 ANNUA	L							
Police Cadet	\$15.	885 HOUR	LY, \$2,66° O	7 MONTHI P	LY, \$32,00 Q	1 ANNUA	L S		Ü	V	W 220	X 240 =	Y 250	Z
Police Cadet	\$15.	385 HOUR N 140	LY, \$2,66° O 150	7 MONTHI P 160	LY, \$32,00 Q 170	1 ANNUA R 180	S 190	T 200	U 210	V 220	230	240	250	260
Police Cadet	\$15.3 GRADE PAYSTEP	885 HOUR	LY, \$2,66° O	7 MONTHI P 160 15	LY, \$32,00 Q	1 ANNUA	L S	T 200 19	U 210 20	V 220 21	230 22	240 23	250 24	260 25
Police Cadet	\$15. GRADE AYSTEP YEAR	385 HOUR N 140	LY, \$2,66 O 150 14	7 MONTHI P 160	LY, \$32,00 Q 170 16	1 ANNUA R 180 17	S 190 18	T 200 19 \$43,369	U 210 20 \$43.369	V 220 21 \$43.369	230 22 \$43.369	240 23 \$43,369	250 24 \$43.369	260 25 \$43.3
Police Cadet  P  P  P  DFFICER  17050	\$15.: GRADE 'AYSTEP YEAR HR	N 140 13 \$37.880 \$6,566	C 150 14 \$40.531	P 160 15 \$40.531	Q 170 16 \$43.369	R 180 17 \$43.369	S 190 18 \$43.369	T 200 19	U 210 20	V 220 21	230 22	240 23	250 24 \$43.369 \$7.517	260 25 \$43.3 \$7.5
Police Cadet  F  DFFICER  17050	\$15.: GRADE PAYSTEP YEAR HR MO	N 140 13 \$37.880 \$6,566	0 150 14 \$40.531 \$7,025	P 160 15 \$40.531 \$7,025	Q 170 16 \$43.369 \$7,517	R 180 17 \$43.369 \$7,517	S 190 18 \$43.369 \$7,517	T 200 19 \$43.369 \$7,517	210 210 20 \$43,369 \$7,517	V 220 21 \$43.369 \$7,517	230 22 \$43.369 \$7,517	240 23 \$43,369 \$7,517	250 24 \$43.369 \$7.517	260 25 \$43.3 \$7.5
Police Cadet  Pricer  Pricer  17050 P02  CORPORAL /	\$15. GRADE PAYSTEP YEAR HR MO YR	N 140 13 \$37,880 \$6,566 \$78,790	0 150 14 \$40.531 \$7,025 \$84,305	P 160 15 \$40.531 \$7,025 \$84,305	Q 170 16 \$43,369 \$7,517 \$90,208	R 180 17 \$43.369 \$7,517 \$90,208	\$ 190 18 \$43,369 \$7,517 \$90,208	7 200 19 \$43.369 \$7,517 \$90,208	210 20 \$43,369 \$7,517 \$90,208	V 220 21 \$43.369 \$7,517 \$90,208	230 22 543.369 \$7,517 \$90,208	240 23 \$43,369 \$7,517 \$90,208	250 24 \$43.369 \$7,517 \$90,208	260 25 \$43.3 \$7,5 \$90,2
Police Cadet  POFFICER  17050  PO2  CORPORAL / DETECTIVE	STADE PAYSTEP YEAR HR MO YR HR	N 140 13 \$37.880 \$6,566 \$78.790	O 150 14 \$40.531 \$7,025 \$84,305	P. 160 15 \$40.531 \$7,025 \$84,305	Q 170 16 \$43.369 \$7,517 \$90,208	R. 180 17 \$43.369 \$7,517 \$90,208	\$ 190 18 \$43.369 \$7,517 \$90,208	7 200 19 \$43.369 \$7,517 \$90,208	U 210 20 \$43,369 \$7,517 \$90,208	V 220 21 \$43.369 \$7,517 \$90,208	230 22 \$43.369 \$7,517 \$90,208	240 23 \$43,369 \$7,517 \$90,208 \$47,273	250 24 \$43,369 \$7,517 \$90,208	260 25 \$43.3 \$7.5 \$90.2 \$47.2
Police Cadet  P  P  P  P  P  P  P  P  P  P  P  P  P	GRADE AYSTEP YEAR HR MO YR HR MO	N 140 13 \$37.880 \$6,566 \$78.790 \$41.289 \$7,157	O 150 14 \$40.531 \$7,025 \$84,305 \$44.179 \$7,658	P 160 15 \$40.531 \$7,025 \$84,305 \$44.179 \$7,658	Q 170 16 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194	R. 180 17 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194	\$ 190 18 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194	7 200 19 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194	U 210 20 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194	V 220 21 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194	230 22 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194	240 23 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194	250 24 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194	260 25 543.3 \$7.5 \$90.2 \$47.2 \$8.1
Police Cadet  P  P  P  P  P  P  P  P  P  P  P  P  P	STADE PAYSTEP YEAR HR MO YR HR	N 140 13 \$37.880 \$6,566 \$78.790	O 150 14 \$40.531 \$7,025 \$84,305	P. 160 15 \$40.531 \$7,025 \$84,305	Q 170 16 \$43.369 \$7,517 \$90,208	R. 180 17 \$43.369 \$7,517 \$90,208	\$ 190 18 \$43.369 \$7,517 \$90,208	7 200 19 \$43.369 \$7,517 \$90,208	U 210 20 \$43,369 \$7,517 \$90,208	V 220 21 \$43.369 \$7,517 \$90,208	230 22 \$43.369 \$7,517 \$90,208	240 23 \$43,369 \$7,517 \$90,208 \$47,273	250 24 \$43,369 \$7,517 \$90,208	260 25 \$43.3 \$7,5 \$90,2 \$47.2
POFFICER 17050 P02 CORPORAL / DETECTIVE 17025	GRADE YEAR HR MO YR HR MO YR	N 140 13 13 537.880 56,566 578.790 \$41,289 \$7,157 \$85,882	C 150 14 \$40.531 \$7,025 \$84,305 \$44.179 \$7,658 \$91,892	7 MONTHI 160 15. \$40.531 \$7,025 \$84,305 \$44.179 \$7,658 \$91,892	Q 170 16 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327	R 180 17 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327	\$ 190 18 \$43.369 \$7.517 \$90,208 \$47.273 \$8,194 \$98,327	200 19 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327	U 210 20 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327	V 220 21 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327	230 22 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327	240 23 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327	250 24 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327	260 25 \$43.3 \$7,5 \$90,2 \$47,2 \$8,1 \$98,3
Police Cadet  P P PFICER 17050 P02  CORPORAL / DETECTIVE 17025 P07  SERGEANT	GRADE AYSTEP YEAR HR MO YR HR MO YR HR HR	N 140 13 13 537.880 56.566 578.790 \$41.289 \$7,157 \$85.882	C 150 14 340.531 57,025 584,305 \$44.179 \$7,658 \$91,892 \$48,154	7 MONTHI 160 15 \$40.531 \$7,025 \$84,305 \$44,179 \$7,658 \$91,892 \$48,154	Q 170 170 16 \$43.369 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525	R 180 17 180 17 17 180 180 180 17 17 180 180 180 180 180 180 180 180 180 180	\$ 190 180 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$96,327 \$51,525	200 19 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327	210 210 20 57,517 \$90,208 \$47,273 \$8,194 \$98,327	V 220 21 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525	230 22 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525	240 23 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$61,525	250 24 \$43.369 \$7.517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525	260 25 \$43.3 \$7,5 \$90,2 \$47,2 \$8,1 \$98,3 \$51.5
Police Cadet  Pricer  17050 17050 17050 17050 17050 17050 17070 17070	\$15.3 GRADE YEAR YEAR HO YR HR MO YR HR MO YR HR MO HR MO HR MO HR MO HR MO HR MO	N 140 13 537.880 56,566 \$78.790 \$41,289 \$7,157 \$85,882 \$45,005 \$7,801	LY, \$2,66°  D. 150 14  \$40.531 \$7,025 \$84,305  \$44.179 \$7,658 \$91,892  \$48,154 \$8,347	7 MONTHI 160 15 \$40.531 \$7.025 \$84,305 \$44.179 \$7.658 \$91,892 \$48.154 \$8,347	Q 170 170 16 \$43.369 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525 \$8,931	R 180 17 543.369 57.517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	\$ 190 180 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$6,931	200 19 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931	210 2210 20 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	V. 220 21 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51,525 \$8,931	230 22 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	240 23 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931	250 24 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	260 25 \$43.3 \$7,5 \$90,2 \$47.2 \$8,1 \$98,3 \$51.5 \$8,9
Police Cadet  Pricer  17050 17050 17050 17050 17050 17050 17070 17070	GRADE AYSTEP YEAR HR MO YR HR MO YR HR HR	N 140 13 537.880 56,566 \$78.790 \$41,289 \$7,157 \$85,882 \$45,005 \$7,801	LY, \$2,66°  D. 150 14  \$40.531 \$7,025 \$84,305  \$44.179 \$7,658 \$91,892  \$48,154 \$8,347	7 MONTHI 160 15 \$40.531 \$7,025 \$84,305 \$44,179 \$7,658 \$91,892 \$48,154	Q 170 170 16 \$43.369 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525 \$8,931	R 180 17 543.369 57.517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	\$ 190 180 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$6,931	200 19 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327	210 210 20 57,517 \$90,208 \$47,273 \$8,194 \$98,327	V 220 21 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525	230 22 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	240 23 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931	250 24 \$43.369 \$7.517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525	260 25 \$43.3 \$7.5 \$90.2 \$47.2 \$8,1 \$98,3 \$51.5 \$8,9
Police Cadet  Po	\$15.3 GRADE YEAR YEAR HO YR HR MO YR HR MO YR HR MO HR MO HR MO HR MO HR MO HR MO	N 140 13 537.880 56,566 \$78.790 \$41,289 \$7,157 \$85,882 \$45,005 \$7,801	LY, \$2,66°  D. 150 14  \$40.531 \$7,025 \$84,305  \$44.179 \$7,658 \$91,892  \$48,154 \$8,347	7 MONTHI 160 15 \$40.531 \$7.025 \$84,305 \$44.179 \$7.658 \$91,892 \$48.154 \$8,347	Q 170 170 16 \$43.369 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525 \$8,931	R 180 17 543.369 57.517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	\$ 190 180 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$6,931	200 19 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931	210 2210 20 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	V 220 21 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173	230 22 \$43.369 \$7,517 \$90,209 \$47.273 \$8,194 \$98.327 \$51.525 \$8,931 \$107,173	240 23 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173	250 24 \$43.369 \$7.517 \$90.208 \$47.273 \$8.194 \$99.327 \$51.525 \$8.931 \$107,173	260 25 \$43.3 \$7,5 \$90,2 \$47.2 \$8,1 \$98,3 \$51.5 \$8,9 \$107,1
Police Cadet  P P  DFFICER  77050  102  CORPORAL / DETECTIVE  77025  107  SERGEANT  77070  108  IEUTENANT  77045	S15.: GRADE YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR MO	N 140 13 \$37.880 \$5,566 \$78.790 \$41.289 \$7,157 \$55.882 \$45.005 \$7.801 \$93,609	D 150 14 \$40.531 \$7,025 \$84.305 \$44.179 \$7,658 \$91,892 \$48.154 \$8.347 \$100.161	7 MONTHI 160 15 \$40.531 \$7,025 \$84,305 \$44.179 \$7,658 \$91,892 \$48.154 \$8,347 \$100,161	Q 170 16 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51.525 \$8,931 \$107,173	R 180 17 17 180 17 180 17 180 17 180 17 180 17 180 180 180 180 180 180 180 180 180 180	\$ 190 18 \$43.369 \$7.517 \$90.208 \$47.273 \$8.194 \$98.327 \$51.525 \$6.931 \$107.173	7. 200 19 543.369 \$7,517 \$90,208 \$47,273 \$8,194 \$99,327 \$51,525 \$8,931 \$107,173	210 210 220 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173	V. 220 21 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51,525 \$8,931	230 22 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	240 23 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931	250 24 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931	260 25 \$43.3 \$7,5 \$90,2 \$47.2 \$8,1 \$98,3 \$51.5 \$8,9 \$107,1
Police Cadet  P P  DFFICER  77050  102  CORPORAL / DETECTIVE  77025  107  SERGEANT  77070  108  IEUTENANT  77045	\$15.3 GRADE PAYSTEP YEAR HR MO YR HR MO YR HR MO YR HR HR MO YR	N 140 13 S37.880 S 56.566 S 78.790 S 41.289 S 7,157 S 55.882 S 45.005 S 7.801 S 93.609 S 51.755	C 150 150 14 840.531 \$7,025 \$84,305 \$44.179 \$7,658 \$91.892 \$48.154 \$8,347 \$100,161 \$55.378 \$9,599	7 MONTHI 160 115 \$40.531 \$7,025 \$84,305 \$44,179 \$7,658 \$91,892 \$48,154 \$8,347 \$100,161 \$55,378	V, \$32,00  170 16 \$43.369 \$7,517 \$90,208  \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173	1 ANNUA R 180 117 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$96,327 \$51.525 \$8,931 \$107,173	\$ 190 18 543.369 57.517 590.208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931 \$107,173 \$59.255 \$10,271	200 19 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931 \$107,173	\$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931 \$107,173	V 220 21 347 369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173	230 22 \$43.369 \$7,517 \$90,208 \$47,273 \$6,194 \$98,327 \$51,525 \$6,931 \$107,173 \$59,255 \$10,271	\$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271	250 24 \$43.369 \$7.517 \$90,208 \$47.273 \$8.194 \$98.327 \$51.525 \$8.931 \$107,173	260 25 \$43.3 \$7,5 \$90,2 \$47.2 \$8,1 \$98,3 \$51.5 \$8,9 \$107,1
Police Cadet  Po	S15.: GRADE AYSTEP YEAR HR MO YR MO YR HR MO YR HR MO YR HR MO YR HR MO YR	385 HOUR 140 13 37,880 55,566 \$76,790 \$41,289 \$7,157 \$55,882 \$45,005 \$7,801 \$93,609 \$51,755 \$8,971 \$107,650	C \$2,66*  O 150  14  \$40.531  \$7,025  \$84,305  \$44.179  \$7,658  \$91,892  \$48,154  \$6,347  \$100,161  \$55,378  \$9,599  \$115,187	7 MONTHI 160 15 \$40.531 \$7,025 \$84,305 \$44,179 \$7,658 \$91,892 \$48,154 \$8,347 \$100,161 \$55,378 \$9,599 \$115,187	Q 170 16 \$43.369 \$7.517 \$90.208 \$47.273 \$8.194 \$98.327 \$51.525 \$8.931 \$107,173 \$59.255 \$10.271 \$123.250	R 180 17 543.36 \$43.36 \$7.517 \$90,208 \$47.273 \$8.194 \$98,327 \$51.525 \$8.931 \$107,173 \$59.255 \$10,271 \$123,250	\$ 190 18 \$43.369 \$7.517 \$90.208 \$47.273 \$8.194 \$96,327 \$51.525 \$8,931 \$107,173 \$59.255 \$10,271 \$123,250	\$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250	210 220 230 543,369 57,517 590,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250	V-220 21 \$43.369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250	\$47.273 \$6,194 \$98.327 \$6,194 \$98.327 \$51.525 \$6,931 \$107,173 \$92.255 \$10.271 \$123.250	\$47.273 \$93.208 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931 \$107,173 \$59.255 \$10,271 \$123.250	250 24 \$43,517 \$90,208 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$10,7173 \$107,173 \$92,56 \$10,271 \$123,250	260 25 \$43.3 \$7,5 \$90,2 \$47.2 \$8,1 \$98,3 \$51.5 \$8,9 \$107,1 \$59.2 \$10.2 \$123,2
Police Cadet  Popping   S15.:  GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR HR HR HR HR HR	N 140 13 537.800 55.566 578.790 \$41.289 \$7,157 \$55.882 \$45.005 \$7,801 \$93.609 \$51.755 \$8.971 \$107.650 \$59.846	LY, \$2,66*  150 14 540,531 57,025 \$84,305  \$44,179 \$7,658 \$91,892 \$48,154 \$6,347 \$100,161  \$55,378 \$9,599 \$115,187	7 MONTHI P. 1160 15. \$40.531 \$7.025 \$84.305 \$44.179 \$7.658 \$91,892 \$48.154 \$8.347 \$100.161 \$55.378 \$9,599 \$115,187 \$64.035	Q 170 16 543.369 57.517 \$99.208 \$47.273 \$8.194 \$99.327 \$51.525 \$6.931 \$107.173 \$123.250 \$68.518	R 180 17 543.69 57,517 \$43.69 57,517 \$90,208 \$47,273 \$8,194 \$95,327 \$51.525 \$107,173 \$59,255 \$10,271 \$123,250 \$88,518	\$ 190 180 \$43.369 \$7.517 \$90.208 \$47.273 \$8,194 \$98,327 \$51.525 \$6.931 \$107,173 \$59.255 \$10,271 \$123,250 \$68.518	\$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68,518	210 220 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$1,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68,518	\$47.273 \$43.69 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$107,173 \$59,255 \$10,271 \$123,250 \$68.518	230 22 543.26 57,517 \$90,209 \$47,273 \$8,194 \$98,327 \$51,525 \$6,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68.518	\$43.89 \$43.89 \$7,517 \$90,208 \$47,273 \$8,194 \$98,327 \$61,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250	250 24 543.36 57.517 \$90.208 \$47.273 \$8.194 \$99.327 \$51.525 \$8.931 \$107,173 \$92.55 \$10.271 \$123.250	260 25 \$43.3 \$7.5 \$90.2 \$47.2 \$8.1 \$99.3 \$51.5 \$8.9 \$107.1 \$59.2 \$102.2 \$123.2	
Police Cadet  Property of the Control of the Contro	S15.: GRADE AYSTEP YEAR HR MO YR HR MO HR MO HR MO HR MO HR MO HR MO HR MO HR MO HR MO HR MO HR MO	385 HOUR 140 13 537,880 55,586 \$78,790 \$41,289 \$7,157 \$85,882 \$45,005 \$7,801 \$93,609 \$107,650 \$69,846 \$10,373	LY, \$2,66*  O 150 14 S40.51 \$7,025 \$84,305 \$44,179 \$7,658 \$91,892 \$48,154 \$8,347 \$100,161 \$55,378 \$9,578 \$115,187	7 MONTHI 160 15 57,025 \$44,179 \$7,658 \$91,892 \$48,154 \$8,347 \$100,161 \$55,789 \$115,187 \$64,035 \$11,099	Q 170 170 16 543.369 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525 \$8,931 \$107,173 \$51.525 \$107,173 \$107,173	R 180 17. \$43.36 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931 \$107,173 \$102,71 \$123,250	\$ 190 18 \$43.69 57.517 \$90.208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931 \$107.173 \$10271 \$123,250 \$68.518 \$11.876	\$43,369 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$99,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68,518 \$11,676	\$43.50 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525 \$107,173 \$107,173 \$123,250 \$66.518 \$11,876	V 220 21 543.369 57.517 590,208 547.273 \$8,194 598.327 \$51.525 \$107.173 \$107.173 \$123,250 \$68.518 \$11,876	\$43.00 \$230 \$23 \$43.20 \$57.517 \$90.208 \$47.273 \$6,194 \$98.327 \$51.525 \$6.931 \$107,173 \$59.255 \$10,271 \$123.250 \$68.518 \$11,876	\$43.20 \$43.30 \$43.30 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$61.525 \$8,931 \$107,173 \$59.255 \$10,271 \$123.250 \$65.518 \$11,876	\$47.273 \$81.96 \$7.517 \$90.208 \$47.273 \$8.194 \$99.327 \$51.525 \$8.931 \$107.173 \$59.255 \$10.271 \$123.250	260 25 \$43.3 \$7.5 \$90.2 \$47.2 \$8.1 \$98.3 \$51.5 \$8.9 \$107.1 \$59.2 \$10.2 \$123.2 \$68.5 \$11.8
Police Cadet  Po	S15.:  GRADE AYSTEP YEAR HR MO YR HR MO YR HR MO YR HR MO YR HR HR HR HR HR HR	N 140 13 537.800 55.566 578.790 \$41.289 \$7,157 \$55.882 \$45.005 \$7,801 \$93.609 \$51.755 \$8.971 \$107.650 \$59.846	LY, \$2,66*  O 150 14 S40.51 \$7,025 \$84,305 \$44,179 \$7,658 \$91,892 \$48,154 \$8,347 \$100,161 \$55,378 \$9,578 \$115,187	7 MONTHI 160 15 57,025 \$44,179 \$7,658 \$91,892 \$48,154 \$8,347 \$100,161 \$55,789 \$115,187 \$64,035 \$11,099	Q 170 170 16 543.369 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525 \$10.717 \$107.173 \$107.173 \$107.173 \$107.173	R 180 17 543.69 57,517 \$43.69 57,517 \$90,208 \$47,273 \$8,194 \$95,327 \$51.525 \$107,173 \$59,255 \$10,271 \$123,250 \$88,518	\$ 190 18 \$43.69 57.517 \$90.208 \$47.273 \$8,194 \$98,327 \$51.525 \$8,931 \$107.173 \$10271 \$123,250 \$68.518 \$11.876	\$43,369 \$43,369 \$7,517 \$90,208 \$47,273 \$8,194 \$99,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68,518 \$11,676	210 220 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$1,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68,518	\$47.273 \$43.69 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$107,173 \$59,255 \$10,271 \$123,250 \$68.518	\$43.00 \$230 \$23 \$43.20 \$57.517 \$90.208 \$47.273 \$6,194 \$98.327 \$51.525 \$6.931 \$107,173 \$59.255 \$10,271 \$123.250 \$68.518 \$11,876	\$43.20 \$43.30 \$43.30 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$61.525 \$8,931 \$107,173 \$59.255 \$10,271 \$123.250 \$65.518 \$11,876	250 24 543.36 57.517 \$90.208 \$47.273 \$8.194 \$99.327 \$51.525 \$8.931 \$107,173 \$92.55 \$10.271 \$123.250	260 25 \$43.3 \$7.5 \$90.2 \$47.2 \$8.1 \$98.3 \$51.5 \$8.9 \$107.1 \$59.2 \$10.2 \$123.2 \$68.5 \$11.8
Police Cadet  P P P P P P P P P P P P P P P P P P	GRADE GRADE AYSTEP YEAR HR MO YR	385 HOUR 140 133 \$37,880 \$6,566 \$78,790 \$41,289 \$7,157 \$85,882 \$45,005 \$7,801 \$93,609 \$1,755 \$8,971 \$107,650 \$59,846 \$10,373 \$124,480	LY, \$2,66*  150 144  \$40.531 \$7,025  \$84,305  \$44,179 \$7,658 \$91,892  \$48,154 \$63,47 \$100,161  \$55,378 \$9,599 \$115,187  \$64,035 \$11,099 \$133,193	7 MONTHI P. 160 153. \$40.531 \$7,025 \$84,305 \$44.179 \$7,659 \$91,892 \$48.154 \$8,347 \$100.161 \$55.378 \$9,599 \$115,187 \$64.035 \$11,099 \$133,193	Q 170 170 16 543.369 57.517 \$90.208 \$47.273 \$8.194 \$98.327 \$1.525 \$6.931 \$107,173 \$59.255 \$10.271 \$123.250 \$68.518 \$11.876 \$142,517	R 180 17 543.369 57,517 \$43.369 \$7,517 \$90,208 \$47.273 \$8,192 \$98,327 \$51.525 \$10,717 \$123,250 \$85.18 \$11,876 \$142,517	\$ 190 180 \$43.89 \$7.517 \$90.208 \$47.273 \$8.194 \$98.327 \$1.525 \$8.931 \$107,173 \$59.255 \$10,271 \$123,250 \$8.518 \$11.876 \$142,517	\$47,273 \$9,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68,518 \$11,676 \$142,517	210 220 \$43.369 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$1,525 \$8,931 \$107,173 \$123,250 \$68,518 \$11,876 \$142,517	\$47.273 \$43.69 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$107,173 \$59,255 \$10,271 \$123,250 \$68.518 \$11,876 \$142,517	\$43.00 \$230 \$23 \$43.20 \$57.517 \$90.208 \$47.273 \$6,194 \$98.327 \$51.525 \$6.931 \$107,173 \$59.255 \$10,271 \$123.250 \$68.518 \$11,876	\$43.20 \$43.30 \$43.30 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$61.525 \$8,931 \$107,173 \$59.255 \$10,271 \$123.250 \$65.518 \$11,876	\$47.273 \$81.96 \$7.517 \$90.208 \$47.273 \$8.194 \$99.327 \$51.525 \$8.931 \$107.173 \$59.255 \$10.271 \$123.250	260 25 \$43.3 \$7,5 \$90,2 \$47.2 \$8,1 \$98,3 \$51.5 \$8,9 \$107,1 \$59.2 \$10,2 \$10,2 \$11,8
Police Cadet PFICER 7050 702 CORPORAL / DETECTIVE 7025 FOR 707 COR BIEUTENANT 7045 99 COMMANDER 7018	S15.: GRADE GRADE YEAR YEAR HR MO YR MO YR MO WO	385 HOUR 140 133 \$37,880 \$6,566 \$78,790 \$41,289 \$7,157 \$85,882 \$45,005 \$7,801 \$93,609 \$1,755 \$8,971 \$107,650 \$59,846 \$10,373 \$124,480	C 150 14 14 14 14 150 14 150 14 157,025 \$84,305 \$44,179 \$7,658 \$91,892 \$1,658 \$91,892 \$100,161 \$55,378 \$9,599 \$115,187 \$64,035 \$11,099 \$133,193	7 MONTHI 160 15. \$40.531 \$7.025 \$84.305 \$44.179 \$7.658 \$91.892 \$48.154 \$8.347 \$100,161 \$55.378 \$9.595 \$115,187 \$64.035 \$11.099 \$133,193	Q 170 170 16 543.69 57.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.52 \$107.173 \$59.255 \$10.271 \$123.250 \$68.518 \$11.876 \$142.517	R 180 17. \$43.89 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$51.52 \$107,173 \$107,173 \$123,250 \$88,518 \$11,876 \$142,517	\$ 190 18 \$43.69 \$7.517 \$90.208 \$47.273 \$8,194 \$98,327 \$51.52 \$107,173 \$107,173 \$123,250 \$68.518 \$11.876 \$142,517	\$47,273 \$9,208 \$47,273 \$8,194 \$98,327 \$51,525 \$8,931 \$107,173 \$59,255 \$10,271 \$123,250 \$68,518 \$11,676 \$142,517	\$43.50 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$51.525 \$107,173 \$107,173 \$123,250 \$66.518 \$11,876	\$47.273 \$43.69 \$7,517 \$90,208 \$47.273 \$8,194 \$98,327 \$107,173 \$59,255 \$10,271 \$123,250 \$68.518 \$11,876 \$142,517	\$43.00 \$230 \$23 \$43.20 \$57.517 \$90.208 \$47.273 \$6,194 \$98.327 \$51.525 \$6.931 \$107,173 \$59.255 \$10,271 \$123.250 \$68.518 \$11,876	\$43.20 \$43.30 \$43.30 \$7.517 \$90.208 \$47.273 \$8,194 \$98.327 \$61.525 \$8,931 \$107,173 \$59.255 \$10,271 \$123.250 \$65.518 \$11,876	\$47.273 \$81.96 \$7.517 \$90.208 \$47.273 \$8.194 \$99.327 \$51.525 \$8.931 \$107.173 \$59.255 \$10.271 \$123.250	260 25 \$43.3 \$7.5 \$90.2 \$47.2 \$8.1 \$98.3 \$51.5 \$8.9 \$107.1 \$59.2 \$10.2 \$123.2 \$68.5 \$11.8

Year 5: 3.0% effective first pay period FY 2012-13. If majority of non-public safety employees receive a wage increase of more than 3.0% for FY 2012-13, the 3.0% increase shall be increased to the base wage increase received by the majority of employees.