

2406

**STATE OF MICHIGAN
MICHIGAN EMPLOYMENT RELATIONS COMMISSION
ACT 312 ARBITRATION**

IN THE MATTER OF:

THE CITY OF LIVONIA,

MERC CASE NO. D11 E-0553

and

Arbitrator: Allen J. Kovinsky

POLICE OFFICERS ASSOCIATION OF MICHIGAN
(Representing the Livonia Police Officers Association)

OPINION AND AWARD

Arbitrator-Panel Chairperson
Allen J. Kovinsky, Esq.
2000 Town Center, Suite 900
Southfield, MI 48075

PANEL MEMBERS
City of Livonia
Robert Biga
Director of Human Resources

City of Livonia
By: Gregory T. Schultz
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Ford Building
615 Griswold, 6th Floor
Detroit, MI 48226

POAM
Ken Grabowski

Police Officers Association of Michigan
By: Kevin Loftis

CITY ISSUES

1. Seniority Credit for Time Served as PSA

AWARD: Status Quo

CONTRACT LANGUAGE:

Article 11, Original Appointments and Promotions – Retain Section 11.4 as follows:

Only time as a Police Cadet, Police Officer I, or Police Officer II with the City of Livonia will be credited for seniority points in the promotional examinations for Sergeant. Police Officer II's will receive 1/4 seniority points per completed year

of service for time in grade as a Police Cadet or a Police Officer I. Time in grade as a Police Officer II will be credited with 1/2 seniority points per completed year of service.

2. Department Service Rating

AWARD: Status Quo

CONTRACT LANGUAGE:

Article 11, Original Appointments and Promotions – Retain Section 11.6.A as follows:

11.6: In the promotional examination for Sergeant, the procedure with respect to departmental ratings shall be as follows:

A. Departmental ratings will be compiled and averaged once a year in December based on the preceding calendar year quarters. Quarterly an Officer will receive a form bearing written recommendation and comments on his/her performance and shall sign and retain a copy. An officer will receive notice of substandard activity at least one (1) month prior to the quarterly rating.

3. Overtime – Minimum Call-in Pay

AWARD: Status Quo

CONTRACT LANGUAGE:

Article 21, Overtime – Retain Section 21.2 as follows:

21.2: When an employee is called back to duty, while off duty or on a leave day or a vacation day, the employee shall be paid in cash for a minimum of four (4) hours pay or at time-and-a-half (1-1/2), whichever is greater. However, when an employee is called back for appearances in Livonia 16th District Court, the employee shall be paid in cash for a minimum of three (3) hours pay or at time-and-a-half (1-1/2), whichever is greater, further subject to the provisions of overtime set forth in Departmental Memorandum #361.

4. Sick Leave

A. Sick Leave Accumulation

AWARD: City's Last Best Offer

CONTRACT LANGUAGE:

Article 23, Sick Leave – Modify Section 23.1 as follows:

23.1: ~~All p~~Permanent full-time employees hired prior to December 1, 2012 shall accumulate sick leave at the rate of one (1) working day for each completed month of service with unlimited accumulation. Permanent full-time employees hired or promoted into the bargaining unit on or after December 1, 2012 shall accumulate sick leave at the rate of six (6) hours per month for each completed month of service. An employee while on sick leave will be deemed to be on continued employment for the purpose of computing all benefits referred to in this Agreement. The accumulated sick leave will be paid in cash to the employee at the employee's current rate in the event of termination of active employment for any reason, after ten (10) years of service, or retirement, or duty disability retirement, or in the case of death, it will be paid to the employee's beneficiary or estate, subject to the maximum accumulation provided, in the following manner:

B. Sick Leave Payout

AWARD: City's Last Best Offer

CONTRACT LANGUAGE:

Article 23, Sick Leave – Modify Section 23.1.A and B as follows:

A. Police officers hired by the City prior to December 1, 1983, may accumulate sick leave to a maximum of two hundred eighty-nine (289) days for payout purposes. Police officers hired by the City on or after December 1, 1983 and prior to December 1, 2012, may accumulate sick leave to a maximum of one hundred seven (107) days for payout purposes. Police officers hired or promoted into the bargaining unit by the City on or after December 1, 2012, may accumulate sick leave to a maximum of seventy-five (75) days for payout purposes. Police officers will be reimbursed sixty percent (60%) of their pay rate at the time of such payments.

B. Dispatchers hired by the City prior to December 1, 1983, may accumulate sick leave to a maximum of two hundred twenty-five (225) days for payout purposes. Dispatchers hired by the City on or after December 1, 1983 and prior to December 1, 2012, may accumulate sick leave to a maximum of one hundred (100) days for payout purposes. Dispatchers hired or promoted into the

bargaining unit by the City on or after December 1, 2012, may accumulate sick leave to a maximum of seventy-five (75) days for payout purposes. Dispatchers will be reimbursed sixty percent (60%) of their pay rate at the time of such payments.

C. Sick Leave Bonus Qualification

AWARD: Status Quo

D. Bonus Sick Day

AWARD: Status Quo

CONTRACT LANGUAGE FOR ISSUES 4.C and 4.D:

Article 23, Sick Leave – Retain Section 23.4 as follows:

23.4: Police officers and dispatchers who do not use more than five (5) days of their sick leave banks during the preceding calendar year shall have an additional three (3) days added to their vacation bank and one (1) additional sick leave day added to their sick leave bank on January 1.

5. **Hospitalization-Medical Coverage**

A. Health Insurance Coverage

AWARD: City's Last Best Offer

B. Office Visit Co-Pay

AWARD: City's Last Best Offer

C. Emergency Room Co-Pay

AWARD: City's Last Best Offer

D. Prescription Co-Pays

AWARD: City's Last Best Offer

CONTRACT LANGUAGE FOR CITY ISSUES 5.A, 5.B, 5.C and 5.D:

Article 27, Hospitalization – Medical Coverage – Modify Sections 27.1, 27.2 and 27.4 as follows:

27.1.a: The Employer agrees to pay the premium for hospitalization-medical coverage (“Base Plan”) for permanent full-time employees, spouses, and dependent children under 19 years of age or the applicable legal age, whichever is higher. The health care plan to be provided shall be the Blue Cross/Blue Shield Community Blue PPO Option 2, which shall include a \$5.00 office visit co-pay and \$25.00 emergency room charge co-pay waived if admitted to hospital. Effective January 1, 2012, the health care plan shall be Community Blue PPO, Plan 3, with annual deductible of \$250.00 per member and \$500.00 per two-person/family; co-insurance payments of \$1,000.00 per member and \$2,000.00 per two-person/family, and shall include a \$20.00 office visit co-pay and a \$100.00 emergency room co-pay. The Rx deductible drug prescription rider shall be a \$10.00 co-pay for generic drugs, a \$20.00 co-pay for formulary brand name drugs and a \$30.00 co-pay for non-formulary brand name drugs. Effective January 1, 2012, the RX deductible drug prescription rider shall be a \$10.00 co-pay for generic drugs, a \$25.00 co-pay for formulary brand drugs and a \$50.00 co-pay for non-formulary brand drugs. The prescription is to be filled by generic drug unless the physician directs the prescription to be "Dispensed As Written."

~~27.1.b: Effective December 1, 2008, the office visit co-pay shall be \$10.00.~~

27.2.a: Employees who retire on or after December 1, 2006 and prior to January 1, 2012, below the age of 65, subject to all other provisions of this Agreement shall be eligible to participate in the Blue Cross/Blue Shield Community Blue PPO option 2, which shall include a \$5.00 office visit co-pay and a \$25.00 emergency room co-pay waived if admitted to the hospital. The Rx deductible drug prescription rider shall be a \$10.00 co-pay for generic drugs, a \$20.00 co-pay for formulary brand name drugs and a \$30.00 co-pay for non-formulary brand name drugs. The prescription is to be filled by generic drug unless the physician directs the prescription to be "Dispensed As Written." This coverage shall include the retiree, spouse, and dependent children under 19 years of age or the applicable legal age, whichever is higher.

27.2.b: For employees who retire on or after December 1, 2008 and prior to January 1, 2012, the office visit co pay shall be \$10.00.

27.2.c: Employees who are hired prior to December 1, 2007 and who retire on or after January 1, 2012, below the age of 65, subject to all other provisions of this

Agreement shall be eligible to participate in the Blue Cross/Blue Shield Community Blue PPO option 3, with annual deductible of \$250.00 per member and \$500.00 per two person/family; co-insurance of 80%/20% with maximum annual coinsurance payments of \$1,000.00 per member and \$2,000.00 per two-person/ family, and shall have a \$20.00 office visit co-pay and a \$100.00 emergency room co-pay. The Rx deductible drug prescription rider shall be a \$10.00 co-pay for generic drugs, a \$25.00 co-pay for formulary brand name drugs and a \$50.00 co-pay for non-formulary brand name drugs.

27.4: The City will offer the option of hospitalization-medical coverage through Health Maintenance Organizations (HMO's) as currently provided ("Alternative Plan"), except as changed by the provisions of this paragraph, at City cost in lieu of the hospitalization-insurance provided herein, subject to Section 27.8, below. If an employee accepts the option of a provided HMO, it will be deemed that the City has fulfilled its obligation under this section and paragraphs 27.1, 27.2 and 27.3 herein for hospitalization-medical coverage and the specific benefits therein provided. Once an employee or retiree has selected an offered hospitalization-medical coverage option, no change can be made until the next re-opening date. ~~Effective December 1, 2006. The Rx deductible drug prescription rider shall be \$10.00 co pay for generic drugs, a \$20.00 co-pay for formulary brand name drugs and a \$30.00 co pay for non formulary brand name drugs. Effective January 1, 2012, the Rx deductible drug prescription rider shall be a \$10.00 co-pay for generic drugs, a \$25.00 co-pay for formulary brand drugs and a \$50.00 co-pay for non-formulary brand name drugs. The prescription is to be filled by the generic drug unless the physician directs prescription to be "Dispensed As Written."~~ ~~Effective October 1, 2006, the HMO plan shall have no office visit charge and an emergency room charge of \$25.00, which will be waived if admitted to the hospital. Effective December 1, 2006, the office visit co-pay shall be \$10.00. Effective January 1, 2012, the office visit co-pay will be \$20.00 and the emergency room co-pay will be \$100.00.~~

E. Active Employee Health Insurance Contribution

AWARD: City's Last Best Offer modified to include provision that if Public Act 152 of 2011 is repealed or substantially modified, either party may reopen the contract on the issue of health insurance contributions for active employees and provision that the City will aggregate employee contribution between the two-person and family categories.

CONTRACT LANGUAGE:

Article 27, Hospitalization – Medical Coverage – Modify Section 27.8.a and delete 27.8.c as follows:

27.8.a.i: ~~Effective December 1, 2009, a~~All employees who are receiving employer provided medical coverage of any kind shall contribute toward the cost of medical coverage the following amounts:

Family	\$40.00 per month
Two-person	\$35.00 per month
Single	\$30.00 per month

27.8.a.ii: Effective March 1, 2012, all employees who are receiving employer provided medical coverage of any kind shall contribute the following amounts toward the cost of medical coverage:

Family: The greater of \$35.00 per month or the amount, on a monthly basis, by which the illustrative rate for the family plan selected by the employee exceeds \$15,000.00.

Two-person: The greater of \$35.00 per month or the amount, on a monthly basis, by which the illustrative rate for the two-person plan selected by the employee exceeds \$11,000.00.

Single: The greater of \$35.00 per month or the amount, on a monthly basis, by which the illustrative rate for the single plan selected by the employee exceeds \$5,500.00.

For purposes of determining the amounts employees will pay under the two-person and family categories, the parties agree that all employees in the two-person and family categories will pay the same amount based upon a weighted average calculation using the aggregate numbers of all members of the bargaining unit.

The caps of \$5,500, \$11,000 and \$15,000 will be adjusted each plan year consistent with changes made by the State Treasurer based upon the change in the medical care component of the United States consumer price index for the most recent 12-month period for which data are available from the United States Department of Labor, Bureau of Labor Statistics.

Employee health care contributions required by this Section shall be made by payroll deductions.

If, prior to December 1, 2013, Public Act 152 of 2011 is repealed or substantially modified, either party may reopen the contract on the issue of health insurance contributions for active employees.

* * *

~~27.8.c: If an employee has a spouse who works for the City of Livonia and the family is being covered by the spouse's insurance provided by the City of~~

~~Livonia, the family shall not be required to pay the premium co-pay provided in 27.8.a.~~

F. Retiree Health Savings Plan for Future Employees

AWARD: City's Last Best Offer

CONTRACT LANGUAGE:

Article 27, Hospitalization – Medical Coverage – Add new Section 27.2.d and modify Section 27.9 as follows:

27.2.d: Employees who are hired or promoted into the bargaining unit on or after November 2, 2011 shall not be entitled to retiree health insurance upon retirement. Instead, the City will contribute to a retirement health savings plan (RHSP) for use by the employee following separation from employment under the following terms:

- i. The City will contribute \$50.00 per bi-weekly pay period into the employee's RHSP account.
- ii. The employee shall vest in the employer contribution following four (4) years of service.

* * *

~~27.9a: Effective December 1, 2006,~~ The City will deduct 2% from the pension based earnings of all active employees hired prior to November 2, 2011 which shall be placed into the City's Voluntary Employee Beneficiary Association (VEBA) Retiree Health and Disability Benefits Plan. Employees receiving Workers' Compensation shall pay on full pension based earnings.

27.9.b: For employees hired or promoted into the bargaining unit on or after November 2, 2011, the City will deduct 2% from the pension based earnings which shall be placed in the employee's RHSP.

G. Retiree Health Insurance Contribution

AWARD: Status Quo

CONTRACT LANGUAGE

Article 27, Hospitalization – Medical Coverage – Retain Section 27.7 and 27.8.b as follows:

27.7: Employees hired after December 1, 2007 shall, upon retirement, retire with the health insurance benefits, co-pays and monthly premium payments that are then in effect for active employees with such benefits, co-pays and premiums to be modified throughout retirement to remain consistent with any modifications made for active employees.

* * *

27.8.b: Employees hired or promoted after December 1, 2008, who are receiving employer-provided medical coverage of any kind, shall, upon retirement, if electing to continue to receive employer-provided medical coverage of any kind, continue to make the contribution toward the cost of medical coverage in the amounts set forth in 27.8.a, above, which shall be modified throughout retirement to remain consistent with any modifications made for active employees.

H. Retiree Contribution Toward Alternate Health Insurance Plan

AWARD: City's Last Best Offer

CONTRACT LANGUAGE:

Article 27, Hospitalization – Medical Coverage – Add new Section 27.7.c to read

27.7.c Employees who retire on or after November 2, 2011 and who elect to participate in the alternative health insurance plan described in Section 27.4, above, will pay the difference between the cost of the illustrative rates for the alternative plan and the illustrative rates for the base plan described in Section 27.1, above, to the extent the illustrative rate for the alternative plan is greater than the illustrative rate for the base plan.

6. Longevity

AWARD: City's Last Best Offer

CONTRACT LANGUAGE:

Article 31, Longevity – Modify Article as follows:

30.1: Longevity pay, within the meaning of this Article, is not a part of the base salary of an employee, but is a payment for length of service or seniority for the purpose of retaining and rewarding employees for their City service. Longevity will be paid to employees hired prior to December 1, 2012 only, as follows:

- A. Upon completion of five (5) years of service . . .

7. Vacation

A. Reduction of Vacation Accrual for Future Employees

AWARD: Status Quo

CONTRACT LANGUAGE:

Article 22, Vacations – Retain Section 22.3 as follows:

22.3: The following vacation schedule shall apply to police officers and dispatchers:

- A. Two (2) furloughs of ten (10) working days each year up to the completion of five (5) years of continuous service.
- B. Upon the completion of five (5) years of continuous service and up to the completion of ten (10) years of continuous service, two (2) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-two (22) working days off.
- C. Upon the completion of ten (10) years of service, four (4) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-four (24) working days off.
- D. Upon completion of fifteen (15) years of service, five (5) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-five (25) working days off.

E. Upon completion of twenty (20) years of service, seven (7) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-seven (27) working days off.

B. Vacation Accrual Method

AWARD: City's Last Best Offer modified to include a provision that grants employees a one-time option to declare in writing to the Human Resources Director a stated retirement date which allows employees to accrue above the maximum of 544 vacation hours within one year of the stated retirement date, provided that if the employee does not retire, the employee will lose any vacation in excess of 544 hours and provided further that the maximum payout at retirement shall remain 544 hours irrespective of the total hours accrued on the date of retirement.

CONTRACT LANGUAGE:

Article 22, Vacations – Modify Sections 22.3 and 22.4 and delete 22.5 and 22.7 as follows:

22.3.a: The following vacation schedule shall apply to police officers and dispatchers:

~~A1.~~ Two (2) furloughs of ten (10) working days each year up to the completion of five (5) years of continuous service.

~~B2.~~ Upon the completion of five (5) years of continuous service and up to the completion of ten (10) years of continuous service, two (2) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-two (22) working days off.

~~C3.~~ Upon the completion of ten (10) years of service, four (4) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-four (24) working days off.

~~D4.~~ Upon completion of fifteen (15) years of service, five (5) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-five (25) working days off.

~~E5.~~ Upon completion of twenty (20) years of service, seven (7) additional working days to be added to the two (2) ten (10) day furloughs to provide twenty-seven (27) working days off.

22.3b: Effective January 1, 2012, the following vacation schedule shall apply to police officers and dispatchers:

1. 13.25 hours per month up to the completion of five (5) years of continuous service.
2. Upon the completion of five (5) years of continuous service and up to the completion of ten (10) years of continuous service, 14.75 hours per month.
3. Upon the completion of ten (10) years of service, 16 hours per month.
4. Upon completion of fifteen (15) years of service, 16.75 hours per month.
5. Upon completion of twenty (20) years of service, 18 hours per month.

22.4.a: Vacation for all employees may be accumulated up to 544 hours. Any accrued time in excess of 544 hours shall be lost. The 544 hour maximum accumulation includes any bonus vacation days earned.

22.4.b: Upon separation from service, an employee shall be paid for his/her earned vacation up to a maximum of 544 hours. In the event of death, the employee's dependents, if designated, or his/her estate shall be paid the vacation pay.

22.4.c: Employees shall have a one-time option to declare in writing to the Director of Human Resources a stated retirement date. Employees electing this option may go above the maximum of 544 vacation hours within one year of the stated retirement date, provided that if the employee does not retire, the employee will lose any vacation in excess of 544 hours and provided further that the maximum payout at retirement shall remain 544 hours irrespective of the total hours accrued on the date of retirement

~~22.5: Employees may, in individual cases, carry over accrued and banked vacation days in excess of thirty (30) days as of January 1st each year upon request to and approval by the Police Chief and the Civil Service Commission Requests to carry over accrued and banked vacation days of thirty (30) days or less shall be made to and approved by the Police Chief.~~

* * *

~~22.7: Vacation Accrual. Police officers and dispatchers who are within three (3) years of retirement, excluding deferred retirement, and who declare in~~

~~writing their intention to retire, will be permitted to accrue vacation time up to fifty nine (59) eight (8) hour days. At the time of retirement, police officers will be paid only up to the limit of fifty nine (59) eight (8) hour days for cash payout purposes and for figuring average final compensation. The foregoing limitation shall not apply to the three (3) bonus vacation days earned in a calendar year by reason of not using sick leave. Bonus days paid at retirement may include the days earned in the three (3) calendar years prior to retirement if not utilized and if the police officer completes the calendar year in the year s/he retires. In no event shall the police officer receive a cash payout for more than sixty eight (68) days.~~

8. Retirement – Police Officers

AWARD: Status Quo

CONTRACT LANGUAGE:

Article 36, Retirement – Retain Section 36.B.8 as follows:

36.B.8: All police officers shall contribute 2.55% of wages to the police retirement system.

9. Vehicle Assignment

AWARD: City's Last Best Offer

CONTRACT LANGUAGE:

New contract language to read:

With respect to all members, the City has the sole discretion to determine which employees shall have use of a City-owned vehicle and the extent of such use including whether an employee shall be allowed to take a vehicle home overnight. No employee shall be entitled to take a City-owned vehicle home unless the Police Chief specifically authorizes the employee to take the vehicle home, and in any event, the vehicle shall only be used for City business and not for personal use.

10. Emergency Financial Manager Language

AWARD: City's Last Best Offer modified to include language from Union's Last Best Offer

CONTRACT LANGUAGE:

New contract language to read:

An Emergency Financial Manager appointed under the Local Government and School District Fiscal Accountability Act shall have the right to reject, modify, or terminate the Collective Bargaining Agreement as provided in the Local Government and School District Fiscal Accountability Act.

Inclusion of the language required under section 15(7) of the Public Employment Relations Act does not constitute an agreement by the Union to the substantive or procedural content of the language. In addition, inclusion of the language does not constitute a waiver of the Union's right to raise Constitutional and/or other legal challenge (including contractual or administrative challenges) to the validity of: (1) appointment of an Emergency Financial Manager; (2) PA 4 of 2011 (Local Government and School District Fiscal Accountability Act); or (3) any action of an Emergency Financial Manager which acts to reject, modify, or terminate the collective bargaining agreement.

UNION ISSUE

1. Defined Contribution

AWARD: The Union withdraws its proposal on Defined Contribution

CONTRACT LANGUAGE:

No Language as proposal was withdrawn

JOINT ISSUES

1. Duration

AWARD: City's and Union's Last Best Offer

CONTRACT LANGUAGE:

Change dates throughout agreement where appropriate to reflect 3 year agreement from December 1, 2010 to November 30, 2013.

2. Wages

A. Police Officer Wages Year 1 (December 1, 2010)

AWARD: Union's Last Best Offer modified to incorporate a November 2, 2011 effective date.

B. Police Officer Wages Year 2 (December 1, 2011)

AWARD: Union's Last Best Offer

C. Police Officer Wages Year 3 (December 1, 2012)

AWARD: City's Last Best Offer

D. Dispatcher Wages Year 1 (December 1, 2010)

AWARD: Union's Last Best Offer modified to incorporate a November 2, 2011 effective date.

E. Dispatcher Wages Year 2 (December 1, 2011)

AWARD: Union's Last Best Offer

F. Dispatcher Wages Year 3 (December 1, 2012)

AWARD: City's Last Best Offer

G. New Wage Schedule for Future Police Officers and Dispatchers

AWARD: City's Last Best Offer

CONTRACT LANGUAGE for Joint Issue 2.A, 2.B, 2.C, 2.D, 2.E, 2.F and 2.G:

Article 38, Salary Rates – Modify Section 38.1, 2 and 3 as follows:

The salary rates in effect during the life of this Agreement are set forth in the salary schedule attached hereto as Exhibit A as and shall be based on the following rate adjustments:

<u>Effective December 1, 2010:</u>	<u>Wage freeze based on December 1, 2009 rates</u>
<u>Effective November 2, 2011:</u>	<u>1% wage increase</u>
<u>Effective December 1, 2011:</u>	<u>1% wage increase</u>
<u>Effective December 1, 2012:</u>	<u>Wage freeze based on December 1, 2011 rates</u>

~~38.1: For the period December 1, 2006 through November 1, 2007, the following pay rates shall apply: (3.0%)~~

(DELETED SALARY SCHEDULES FROM PRIOR AGREEMENT)

~~38.2: For the period December 1, 2007 through November 30, 2008, the following pay rates shall apply: (3.0%)~~

(DELETED SALARY SCHEDULES FROM PRIOR AGREEMENT)

~~38.3: For the period December 1, 2008 through November 30, 2009, the following pay rates shall apply: (3.0%)~~

(DELETED SALARY SCHEDULES FROM PRIOR AGREEMENT)


INCORPORATE SALARY SCHEDULE ATTACHED HERETO AS EXHIBIT A

CONCLUSION

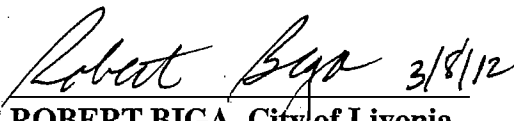
On behalf of the Panel, I want to thank the attorneys and representatives of the City of Livonia and the Police Officers Association of Michigan for their cooperation during the presentation of this case. The decisions of the Panel as hereinabove set forth are hereby awarded.

Dated this 2nd of November, 2011


ACT 312 ARBITRATION PANEL



ALLEN J. KOVINSKY,
Arbitrator and Panel Chairperson



ROBERT BIGA, City of Livonia
Panel Delegate



KEN GRABOWSKI, POAM
Panel Delegate

Appendix A
CITY OF LIVONIA - CIVIL SERVICE DEPARTMENT
LPOA RATE SCHEDULE FROM 12/01/2010 THRU 11/30/2013

		1%			1%			0%					
		12/01/10			11/02/11			12/01/11			12/01/12		
		HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL
POLICE OFFICER (HIRED BEFORE 11/2/2011)	STEP 1	22.60	1,808.00	47,008.00	22.83	1,826.40	47,486.40	23.06	1,844.80	47,964.80	23.06	1,844.80	47,964.80
	STEP 2	24.11	1,928.80	50,148.80	24.35	1,948.00	50,648.00	24.59	1,967.20	51,147.20	24.59	1,967.20	51,147.20
	STEP 3	25.92	2,073.60	53,913.60	26.18	2,094.40	54,454.40	26.44	2,115.20	54,995.20	26.44	2,115.20	54,995.20
	STEP 4	28.04	2,243.20	58,323.20	28.32	2,265.60	58,905.60	28.60	2,288.00	59,488.00	28.60	2,288.00	59,488.00
	MAXIMUM	30.14	2,411.20	62,691.20	30.44	2,435.20	63,315.20	30.74	2,459.20	63,939.20	30.74	2,459.20	63,939.20
POLICE OFFICER (HIRED ON OR AFTER 11/2/2011)	STEP 1				21.47	1,717.60	44,657.60	21.68	1,734.40	45,094.40	21.68	1,734.40	45,094.40
	STEP 2				22.90	1,832.00	47,632.00	23.13	1,850.40	48,110.40	23.13	1,850.40	48,110.40
	STEP 3				24.62	1,969.60	51,209.60	24.87	1,989.60	51,729.60	24.87	1,989.60	51,729.60
	STEP 4				26.64	2,131.20	55,411.20	26.91	2,152.80	55,972.80	26.91	2,152.80	55,972.80
	MAXIMUM				28.63	2,290.40	59,550.40	28.92	2,313.60	60,153.60	28.92	2,313.60	60,153.60
SENIOR POLICE OFFICER (HIRED BEFORE 11/2/2011)	MAXIMUM	31.67	2,533.60	65,873.60	31.99	2,559.20	66,539.20	32.31	2,584.80	67,204.80	32.31	2,584.80	67,204.80
SENIOR POLICE OFFICER (HIRED ON OR AFTER 11/2/2011)	MAXIMUM				30.09	2,407.20	62,587.20	30.39	2,431.20	63,211.20	30.39	2,431.20	63,211.20
DISPATCHERS (HIRED BEFORE 11/2/2011)	STEP 1	22.91	1,832.80	47,652.80	23.14	1,851.20	48,131.20	23.37	1,869.60	48,609.60	23.37	1,869.60	48,609.60
	STEP 1.5	23.28	1,862.40	48,422.40	23.51	1,880.80	48,900.80	23.75	1,900.00	49,400.00	23.75	1,900.00	49,400.00
	STEP 2	23.70	1,896.00	49,296.00	23.94	1,915.20	49,795.20	24.18	1,934.40	50,294.40	24.18	1,934.40	50,294.40
	STEP 3	24.60	1,968.00	51,168.00	24.85	1,988.00	51,688.00	25.10	2,008.00	52,208.00	25.10	2,008.00	52,208.00
	STEP 4	25.57	2,045.60	53,185.60	25.83	2,066.40	53,726.40	26.09	2,087.20	54,267.20	26.09	2,087.20	54,267.20
DISPATCHERS (HIRED ON OR AFTER 11/2/2011)	STEP 1				21.76	1,740.80	45,260.80	21.98	1,758.40	45,718.40	21.98	1,758.40	45,718.40
	STEP 1.5				22.12	1,769.60	46,009.60	22.34	1,787.20	46,467.20	22.34	1,787.20	46,467.20
	STEP 2				22.52	1,801.60	46,841.60	22.75	1,820.00	47,320.00	22.75	1,820.00	47,320.00
	STEP 3				23.37	1,869.60	48,609.60	23.60	1,888.00	49,088.00	23.60	1,888.00	49,088.00
	STEP 4				24.29	1,943.20	50,523.20	24.53	1,962.40	51,022.40	24.53	1,962.40	51,022.40