

December 19, 2022

**MEMORANDUM OF UNDERSTANDING
BETWEEN
NASSAU COUNTY POLICE BENEVOLENT ASSOCIATION OF
THE POLICE DEPARTMENT OF THE COUNTY OF NASSAU,
Inc ("Association")**

AND

COUNTY OF NASSAU ("County")

The parties hereby agree to the following terms and conditions of employment for a successor collective bargaining agreement ("Agreement") for the period January 1, 2018, through June 30, 2026.

This Memorandum of Understanding, upon execution, is subject to approval of the Association's Board and ratification by its membership, and approval by the Nassau County Legislature and the Nassau County Interim Financing Authority.

1. Wages

a. General Wage Increases (subject to Section 2 below)

Effective July 1, 2018, wages shall be increased one percent (1%) over the rates then in effect.

Effective July 1, 2019, wages shall be increased one percent (1%) over the rates then in effect.

Effective July 1, 2020, wages shall be increased one percent (1%) percent over the rates then in effect.

Effective July 1, 2021, wages shall be increased one percent (1%) over the wages then in effect.

Effective July 1, 2022, wages shall be increased two and one-half percent (2.5%) over the wages then in effect.

Effective July 1, 2023, wages shall be increased two and one-half percent (2.5%) over the wages then in effect.

Effective July 1, 2024, wages shall be increased three percent (3%) over the wages then in effect.

Effective July 1, 2025, wages shall be increased three percent (3%) over the wages then in effect.

The Effective dates in 2018, 2019 and 2020 above are for illustrative purposes. Actual salary adjustments are subject to Section 2 below.

b. New Salary Scale

Effective upon the date of final ratification ("ratification date") of this Agreement, the existing salary schedule for new entrants shall be replaced with a new schedule which is attached hereto as Exhibit 1.

c. New Entrants:

Effective upon full and final ratification, employees hired on or after the execution date of this Agreement shall be subject to a modified salary schedule of eleven steps as also set forth in Exhibit 1 hereto.

2. Retroactive Wages

Every active employee, and any employee who deceased or retired prior to the ratification date, shall receive payment for service under the above schedule of general wage increases only for the period commencing January 1, 2021. There are no retroactive adjustments for any wages for any other period.

3. Health and Welfare

- a. Health Insurance Contributions for Employees.
 - (i) Effective January 1, 2021, each employee not currently contributing towards the cost of their health benefits shall contribute 2% of base earnings towards health insurance.
 - (ii) Effective January 1, 2022, such employee health contributions shall be increased to 2.25% of base earnings.
 - (iii) Effective January 1, 2023, such employee health contributions shall be increased to 2.5% of base earnings.
 - (iv) The foregoing employee health contributions shall cease upon retirement.
 - (v) Health contributions imposed under earlier Agreements shall continue.
 - (vi) Employee contributions under the foregoing provisions shall not exceed the equivalent dollar value of 15% of the cost of the health insurance premium for family coverage under the NYSHIP Empire Plan.

b. Health contributions imposed under earlier agreements shall continue.

c. Opt-out

The County will offer an annual opt-out payment to employees who maintain alternative healthcare coverage and waive County provided healthcare as follows:

(i). \$4,000 for waived family coverage

(ii). \$2,000 for waived individual coverage

(iii). Payment will be made at the end of the plan year commencing with 2023. There will be no partial payments.

d. The County will make available to all members of the bargaining unit its flexible spending program (FSA 125) as soon as practicable after full and final ratification.

e. The County and the Association agree to meet to review comprehensive health options which would provide a plan of benefits, at less net cost to the County than the NYSHIP Empire Plan, without requiring employee contributions. Those discussions may also include the possibility of self-insured coverage.

f. The County will insure that members of the bargaining unit may avail themselves of an effective "open" period to elect the County's non-contributory HDHP Plan.

4. Schedules:

- a. Effective January 1, 2023, all members of the bargaining unit shall be scheduled to work an additional four (4), appearances per year. Additional tours shall be pro-rated for the first partial year if necessary. Notwithstanding the foregoing, the overtime rates of pay shall continue to be calculated based upon a schedule of 1,985 annual hours.
- b. All additional assigned tours shall be worked. Any scheduled additional tour missed for any reason shall be made up. Members shall be assigned to tours in the same fashion as payback tours are currently scheduled. Two of the additional tours shall be utilized for the purpose of enhanced training such as active shooter, EVOC, mental health and wellness, and de-escalation tactics. At the discretion of the Police Commissioner, an additional tour may be utilized for training purposes.

5. Rules:

- a. Members with initial NCPD hire dates prior to the execution date of this Agreement (all incumbents) shall continue to be subject to an absolute cap on "termination pay" equivalent to 2X base salary in the year in which he/she retires under the same computational rules as of the date of this Agreement.
- b. Members with initial hire dates into sworn service with the NCPD on or after the execution date of this Agreement shall earn sick leave at the rate of 18 days per year and shall be subject to an absolute "termination pay" cap equivalent to 150 percent of base salary (1.5X) in the year in which such

member retires under the same computational rules as of the date of the Agreement.

- c. Effective January 1, 2023, annual sick leave allowances shall be reduced by two days for each member of the bargaining unit on the payroll as of the execution date of this Agreement.
- d. The minimum number of officers in each precinct and command given time off utilizing either personal leave or compensatory time on each tour shall be increased to two (2). Requests which would result in more than two (2) Officers being off on the same tour shall be at the discretion of the Department.
- e. The parties agree to resolve pending grievances in accordance with a separate agreement signed the same day as this Agreement.
- f. The County may implement a fully electronic payroll subject to the constraints of the New York State Labor Law. The electronic payroll will obligate direct deposit of pay and pay advices (pay stubs) available electronically.
- g. Meal Periods – At the discretion of Supervision, Police Officers may be permitted to take a meal period during the first or last hour of their tour.
- h. Three additional 'black out' days shall be added to the Agreement on Marathon Day and two days of Oysterfest.
- i. Subject to legal and administrative constraints, the Employer will establish a 401(a) program.
- j. The parties agree to convene a committee to review existing dental and optical benefits.

6. Stipend:

Every member of the bargaining unit who has attained at least six (6) years as a sworn member of the Nassau County Police Department, as of September 1, 2022, shall receive an annual stipend of \$6480.00. The Stipend shall increase by the general wage increases thereafter and shall be considered as part of base salary for purposes of all premium pay calculations and health contributions. Every member of the bargaining unit who attains at least six (6) years as a sworn member of the Nassau County Police Department after September 1, 2022, shall receive the Stipend at the then prevailing rate.

7. Senior Officer Pay:

Effective September 1, 2022, and thereafter, every member of the bargaining unit who has attained fifteen (15) years as a sworn member of the NCPD shall be designated a Senior Officer and shall receive an additional annual service differential of \$3750.00 which shall be increased by the general wage increases thereafter and shall be considered as part of base salary for purposes of all premium pay calculations and health contributions. Every member of the bargaining unit who attains fifteen (15) years as a sworn member of the NCPD after September 1, 2022, shall receive the Senior Officer designation and annual service differential at the then prevailing rate.

8. Other Provisions

- a. If, at any point during the term of this Agreement, NIFA or its successor exercising the power to freeze any economic benefit, diminishes the benefit of this Agreement, then the scheduling of additional tours, health care contributions, and termination pay reductions set forth in this Agreement shall be considered a nullity and the status quo ante shall prevail.
- b. This Agreement shall be incorporated into the consolidated collective bargaining agreement within six (6) months of its full and final ratification.
- c. This Agreement shall reopen in the event the County voluntarily agrees with another bargaining unit representing sworn members of the County to provisions greater than those provided herein. In such an event, the Association must establish that the net value of the other agreement exceeds the net value of this Agreement.
- d. Except as modified herein, all other terms and conditions of the parties' current collective bargaining agreement shall continue.
- e. This agreement resolves any claims for credit in this round of negotiations.

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor,

shall not become effective until the appropriate legislative body has given approval.

Dated: December 20, 2022

FOR THE PBA:

A handwritten signature in dark ink, appearing to be "D. H. Li", written over a horizontal line.

FOR THE COUNTY:

A handwritten signature in dark ink, appearing to be "B. W. Li", written over a horizontal line. Below the signature, the initials "C.F." are written.

Exhibit 1
PBA Salary Schedule

1

Hired Post 2/28/14 - 1/1/23									
Stated Date	Current	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Effective Payment Date		n/a	n/a	1/1/2021	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
1	35,000	35,350	35,704	36,061	36,422	37,333	38,266	39,414	40,596
2	41,000	41,410	41,824	42,242	42,664	43,731	44,824	46,169	47,554
3	54,764	55,312	55,865	56,424	56,988	58,413	59,873	61,669	63,519
4	65,717	66,374	67,038	67,708	68,385	70,095	71,847	74,002	76,222
5	76,670	77,437	78,211	78,993	79,783	81,778	83,822	86,337	88,927
6	83,242	84,074	84,915	85,764	86,622	88,788	91,008	93,738	96,550
7	87,623	88,499	89,384	90,278	91,181	93,461	95,798	98,672	101,632
8	96,385	97,349	98,322	99,305	100,298	102,805	105,375	108,536	111,792
9 / Top	121,659	122,676	124,105	125,346	126,599	129,764	133,008	136,998	141,108
Education									
1	695	702	709	716	723	741	760	783	806
2	695	702	709	716	723	741	760	783	806
3	762	770	778	786	794	814	834	859	885
4	762	770	778	786	794	814	834	859	885
5	762	770	778	786	794	814	834	859	885
6	762	770	778	786	794	814	834	859	885
7	762	770	778	786	794	814	834	859	885
8	762	770	778	786	794	814	834	859	885
9 / Top	922	931	940	949	958	982	1,007	1,037	1,068

Hired on or after Final ratification									
Stated Date						Final Ratification	7/1/2023	7/1/2024	7/1/2025
Effective Payment Date							7/1/2023	7/1/2024	7/1/2025
1						37,333	38,266	39,414	40,596
2						43,731	44,824	46,169	47,554
3						56,280	57,687	59,418	61,201
4						67,962	69,661	71,751	73,904
5						79,645	81,636	84,085	86,608
6						86,655	88,821	91,486	94,231
7						91,326	93,609	96,417	99,310
8						100,672	103,189	106,285	109,474
9						108,353	111,062	114,394	117,826
10						113,899	116,746	120,248	123,855
11 / Top						129,764	133,008	136,998	141,108
Education									
1	695	702	709	716	723	741	760	783	806
2	695	702	709	716	723	741	760	783	806
3	762	770	778	786	794	814	834	859	885
4	762	770	778	786	794	814	834	859	885
5	762	770	778	786	794	814	834	859	885
6	762	770	778	786	794	814	834	859	885
7	762	770	778	786	794	814	834	859	885
8	762	770	778	786	794	814	834	859	885
9	922	931	940	949	958	982	1,007	1,037	1,068
10	922	931	940	949	958	982	1,007	1,037	1,068
11 / Top	922	931	940	949	958	982	1,007	1,037	1,068

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Exhibit 1
PBA Salary Schedule

2

Hired Pre 3/1/14									
Stated Date	Current	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Effective Payment Date		n/a	n/a	1/1/2021	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
1	34,000	34,340	34,683	35,030	35,380	35,265	37,172	38,287	39,436
2	45,000	45,450	45,905	46,364	46,828	47,999	49,199	50,675	52,195
3	76,518	77,283	78,056	78,837	79,625	81,616	83,656	86,166	88,751
4	82,745	83,572	84,408	85,252	86,105	88,258	90,464	93,178	95,973
5	88,974	89,864	90,763	91,671	92,588	94,903	97,276	100,194	103,200
6	96,178	97,140	98,111	99,092	100,083	102,585	105,150	108,305	111,554
7	100,603	101,609	102,625	103,651	104,688	107,305	109,988	113,288	116,687
8	103,388	104,422	105,466	106,521	107,586	110,276	113,033	116,424	119,917
9 / Top	121,659	122,876	124,105	125,346	126,599	129,764	133,008	136,998	141,108
Education									
1	695	702	709	716	723	741	760	783	806
2	695	702	709	716	723	741	760	783	806
3	820	828	836	844	852	873	895	922	950
4	820	828	836	844	852	873	895	922	950
5	820	828	836	844	852	873	895	922	950
6	820	828	836	844	852	873	895	922	950
7	820	828	836	844	852	873	895	922	950
8	820	828	836	844	852	873	895	922	950
9 / Top	922	931	940	949	958	982	1,007	1,037	1,068

Additions to Base Earnings									
Special Assignment									
Stated Date	Current	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Effective Payment Date		n/a	n/a	1/1/2021	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
	6,249	6,311	6,374	6,438	6,502	6,665	6,832	7,037	7,248
New Items									
Effective Date						9/1/2022	7/1/2023	7/1/2024	7/1/2025
Stipend Pay - after 6 years						6,480	6,642	6,841	7,046
Senior Officer - after 15 years						3,750	3,844	3,959	4,078

Pilots / Mechanics									
Stated Date	Current	7/1/2018	7/1/2019	7/1/2020	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
Effective Payment Date		n/a	n/a	1/1/2021	7/1/2021	7/1/2022	7/1/2023	7/1/2024	7/1/2025
1	128,751	130,039	131,339	132,652	133,979	137,328	140,761	144,984	149,334
2	132,264	133,587	134,923	136,272	137,635	141,076	144,603	148,941	153,409
3	136,299	137,662	139,039	140,429	141,833	145,379	149,013	153,483	158,087

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S/L 1

Thomas Shevlin, President
Police Officers Benevolent Association
89 E. Jericho Turnpike
Mineola, New York 11501

Re: January 1, 2018 – June 30, 2026 Memorandum of Agreement

The following clarifies certain aspects of the Memorandum of Understanding reached between the County of Nassau and the PBA, setting forth the terms for a successor collective bargaining agreement covering the period January 1, 2018 through June 30, 2026:

1. The parties agree that the Inter-Departmental Memo issued by the County's Office of Labor Relations related to "Health Insurance Buyback Program," copy attached hereto, shall apply to the PBA.
2. The Implementation Memo issued by the County's Office of Labor Relations related to "Newly Established Health Insurance Payroll Deduction," copy attached hereto, shall apply to the PBA.

Your signature below will confirm your agreement to the terms as set forth herein.

Very truly yours,

Agreed to on behalf of the PBA

President

APPROVED AS TO FORM:

Implementation Memo

DRAFT

December 19, 2022

To:

From:

Re: Health Insurance Buyback Program
Patrolmen's Benevolent Association ("PBA")

In accordance with the 2018-26 Memorandum of Understanding between Nassau County and the PBA, the Health Insurance Buyback Program ("Program") for active employees in titles represented by the PBA ("Police Officers") is modified as follows.

1. Starting in 2023, Police Officers are no longer eligible for the semi-annual payments made in June of each year.
2. Police Officers who are enrolled in the Program, as of the processing date for the County's December 2023 payment shall be entitled to the following:
 - o Payment of \$2,000 for declining individual coverage
 - o Payment of \$4,000 for declining family coverage
 - o There will no longer be partial payments for a prorated portion of the coverage year
3. In order to receive payment in subsequent years, the Police Officer must remain enrolled in the Program for the entire 12-month period, with no breaks, directly preceding the subsequent December processing date(s). Should the Police Officer disenroll, (s)he is not entitled to a payment that December. Should the Police Officer then re-enroll, (s)he is entitled to a payment only upon such time that (s)he is again enrolled for the entire 12-month period directly preceding the subsequent December processing date. For purposes of this provision, time enrolled in the program while a Police Officer is part of another Nassau County bargaining unit shall count towards the Police Officer's enrollment for the 12-month period.
4. The guidelines for payments detailed in Section 1 and 2 apply as well to Police Officers who first enroll in the Program after the December 2023 processing date. For example, a Police Officer who first enrolls in the Program prior to the December 2024 processing date, will be entitled to the appropriate December 2024 payment in accordance with

APPROVED AS TO FORM



Section 2, provided there is no subsequent break in enrollment between the Police Officer's enrollment and the December processing date. Thereafter, (s)he will be subject to provisions in Section 3.

5. As stated in Section 1 above, Police Officers are no longer entitled to payments in June. Under the current identification process, some Police Officers may be identified as other job classifications in error. A revised identification process will be established for Police Officers.
 - a. In the event any Police Officer inadvertently receives a June payment, that payment shall be subject to immediate recoupment.
 - b. If an employee in any title not represented by the PBA, receives a June payment, then becomes a Police Officer prior to the processing of the December payment, the June payment is to be deducted from any payment due that December.
6. Should the Police Officer switch to a title not represented by the PBA, the provisions governing the new title shall supersede. Further, these provisions no longer apply once a Police Officer is separated from service.

This agreement does not alter the County's Smart Savings program.

c. Melissa Gallucci, Commissioner of Shared Services

Assistant Chief John Berry, Police Department

Inspector James Wilson, Police Department

Andrew Persich, Director of Office of Management and Budget

Dennis Steiner, Office of Management and Budget

APPROVED AS TO FORM:

Implementation Memo

DRAFT

December 19, 2022

To:

From:

Re: Newly Established Health Insurance Payroll Deduction
Patrolmen's Benevolent Association ("PBA")

Section 3A. of the 2018-26 Memorandum of Understanding between Nassau County and the PBA establishes a new Health Insurance payroll deduction for active employees in titles represented by the PBA ("employees"). This payroll deduction is in addition to the required payroll deductions currently in effect.

This payroll deduction affects the following employees:

- Employees hired before April 1, 2014 who are enrolled in the Empire Plan (or its successor).
- Employees hired before April 1, 2014 who are enrolled in one of the current (or successor) "alternative plans" (e.g. AETNA HMO, and HIP/VYTRA Network etc.). This contribution is in addition to the premium payments that are currently required, e.g. the premium in excess of the cost of the Empire Plan (or its successor).
- Employees hired on or after April 1, 2014, who are enrolled in the AETNA OAMC or any successor plan, currently Empire Blue Cross Blue Shield PPO. These employees will now be required to make contributions starting January 1, 2021, pursuant to the 2014 Agreement (since Aetna OAMC exceeded the threshold set by that agreement of 85% of NYSHIP Empire) but will have the additional contributions required by the 2018-26 Agreement suspended for calendar years 2021 and 2022.

These employees will be subject to the following payroll deductions.

- Effective January 1, 2021, 2.00% of base earnings
- Effective January 1, 2022, 2.25% of base earnings
- Effective January 1, 2023, 2.50% of base earnings

APPROVED AS TO FORM:



For purposes of this payroll deduction, base earnings shall include:

- Base Salary including the Education Differential
- Special Assignment Pay
- Stipend Pay and Senior Officer differential

For purposes of this payroll deduction, Longevity is not included.

The payroll deduction for any employee pursuant to the 2018-26 Agreement shall not exceed the equivalent dollar value of 15% of the family coverage under the Empire Plan (or its successor).

This payroll deduction does not affect the following employees:

- Employees hired on or after April 1, 2014 who are enrolled in either the Empire Plan or the "alternative plans" (or their successors) will continue the current contribution rates required of those plans pursuant to the 2014 Agreement.
- Employees who waive the County's Health Insurance coverage either through participation in the Health Insurance Buyback Program or who are covered by the Smart Savings Program.

The payroll deductions required by the 2018-26 Agreement shall cease upon retirement.

c.

APPROVED AS TO FORM:



S/L 2

Thomas Shevlin, President
Police Officers Benevolent Association
89 E. Jericho Turnpike
Mineola, New York 11501

Re: January 1, 2018 – June 30, 2026 Memorandum of Agreement

This will confirm our recent discussions during the negotiations of the above referenced MoU.

1. The additional appearances for training and otherwise may only be assigned within the same constraints and flexibility as existing payback and training tours.
2. The Contribution holiday for Aetna replacement participants will continue for a second (additional) year. Further, Police Officers who elect the non-contributory HDHP Plan during the "open" period subsequent to full and final ratification shall be excused from health contributions from January 1, 2023 until the effective date of their enrollment in the HDHP.

Very truly yours,

APPROVED AS TO FORM:



SUMMARY OF VARIOUS GRIEVANCE RESOLUTIONS REACHED BETWEEN THE PARTIES TO THIS MEMORANDUM OF UNDERSTANDING.

1. Grievance settlement of 7th Precinct Peter King Residence, May 1, 2017:
COUNTY agrees not to assign a post car status 1 to a fixed detail location on said post such as the Peter King Residence detail wherein it was alleged the post car was assigned to the Peter King Residence for the whole tour status 1 for multiple days and weeks at a time. DEPARTMENT agrees not to utilize a post car for such an assignment unless an unanticipated urgent need arises in which case it may so assign for no more than two consecutive tours (the tour the status 1 assignment starts and the next following tour). This paragraph shall not affect DEPARTMENT'S ability to assign post cars to Intensify Patrols and/or Directed Patrol Assignments (DPAs; Status 3 Assignments).
2. Grievance settlement of COPE Chart, May 25, 2017:
COUNTY confirms and PBA agrees that members assigned to the COPE Unit shall work Duty Chart 20A unless the member is in an administrative position and then the member may be assigned to Chart 13 or 14 at the discretion of the Commanding Officer.
3. Grievance settlement of Long Island Marathon, June 2, 2017 and May 9, 2022:
COUNTY agrees not to utilize Directed Patrol Assignments on any tour a precinct is transporting vehicles from the command to a detail site such as the Long Island Marathon.
4. Grievance settlement of BSO Call Out, July 10, 2018:
COUNTY reaffirms that the Bureau of Special Operations' supervisory and administrative officers will continue to utilize the Off Hours Call Out Memorandum, dated January 21, 1998, as a general guideline in determining the necessary personnel to be called out in a tactical situation and the supervisor shall make every effort to decide within one hour of being notified of the tactical situation. COUNTY reaffirms paragraph 4 of the August 2011 Agreement on the subject matter.
5. Grievance withdrawal of K-9 OT Recall, March 2, 2017:
PBA withdraws the grievance with prejudice.
6. Grievance withdrawal of ESU, K-9 and Aviation, August 24, 2018:
PBA withdraws the grievances without prejudice.

APPROVED AS TO FORM

7. Grievance settlement of Violation of Vacation Calculation Procedures, October 10, 2018:
COUNTY and PBA agree that paragraph 1 in the MOA, dated September 19, 2005, with regard to police academy recruits' effect on vacation calculation procedure shall be replaced as follows:
- a. Effective for the 2024 vacation selection process that will commence in October 2023, in the event there are a total number of 100 or more Nassau County police recruits ("recruits") hired from January 1 through October 1 of any calendar year the total number of recruits for the above time period shall be divided evenly amongst the eight precincts and added to the total number of police officers in each precinct as of October 1st of that calendar year only for purposes of calculating the number of vacation selection spots in accordance with paragraph 5a of the MOA and Stipulation of Settlement, dated March 15, 2014. In no event shall recruits be double counted for the purposes of calculating vacation selection spots. For instance, a recruit class hired on January 15 and assigned to precincts by October would only be counted once in the procedure for calculating vacation selection spots for the precincts.
 - b. The amended paragraph 1 to the MOA, dated September 19, 2005, as stated in paragraph 7a above supersedes and in its totality replaces the September 19, 2005 MOA as there is no 9% rule or rounding rule in that it was replaced with a chart by the March 15, 2014 MOA.
 - c. PBA confirms that there is no violation of the vacation calculation procedure relating to the effect of police academy recruits on the 2023 vacation selection process, which began in October 2022.
8. Grievance settlement of Outside Employment, August 7, 2019:
COUNTY and PBA reaffirm section 9.23 of the CBA and section 24 of the August 29, 1997 Arbitration Award with regard to outside employment in that employees are prohibited from engaging in outside employment in the Law Enforcement field without the prior written approval of the Commissioner of Police. Employees are permitted to engage in any other lawful employment (including security work) but shall notify the Commissioner upon beginning such employment in accordance with Department Procedure, ADM 2365.
9. Grievance withdrawal of Chief Pilot, August 23, 2019:
PBA withdraws the grievance with prejudice.
10. Grievance withdrawal of Overtime Book Violations (COPE), May 11, 2020:
PBA withdraws the grievance with prejudice.

APPROVED AS TO FORM: Grievance settlement of BSO and CIRRT (Not Performing Plainclothes Duties), August 19, 2020 & PBA U3-11:



PBA acknowledges that COUNTY has the discretion to determine which units are assigned to plainclothes. The COUNTY agrees the DEPARTMENT will meet and discuss with the PBA assigning the units subject to the grievances to plainclothes duties.

12. Grievance withdrawal of Security at Police Headquarters being performed by non-unit members, September 4, 2020:

PBA withdraws the grievance referenced in paragraph 1n, without prejudice.

13. Grievance settlement of 7th Precinct Peter King Protest Detail, March 1, 2017 and Minimum Manning Violation – Freedom Rally, November 13, 2020:

The COUNTY acknowledges that should the Department be required to provide police services in the future for an event such as described in these grievances, or similar events, it will consider including, but not limited to, current intelligence about the event and prior history of these events (including but not limited to the size of the crowd, location, calls for service, the time of the event, intel reports, staffing requests, etc..) in its assignment of police personnel, and the time such assignment will begin. The county further acknowledges that while the PBA is not seeking a monetary remedy, as set forth in the March 8, 2004, Interest Arbitration Award regarding violations of minimum staffing, in connection with the above referenced grievances, it does not waive its right to do so in any future minimum manning staffing grievance should a minimum staffing violation occur.

14. Grievance settlement of Crossings, January 16, 2018:

The COUNTY and PBA agree that each precinct may assign up to six post car operators to school crossings (Monday through Friday) on the morning school crossing and six post car operators to the afternoon school crossings and not violate contractual minimum staffing rules. Any additional open school crossings assignments beyond the six post car operators for the morning or afternoon school crossings shall not be assigned from a minimum staffing position, except in an emergency when the DEPARTMENT is not able to timely fill the position; for example, when a crossing guard calls in sick after 0700 hours on the morning of a school crossing, or when a school crossing is not staffed at the time of the school crossing because a crossing guard did not show up for work. This list is not an exhaustive list but only some examples. COUNTY agrees not to utilize the Precinct Clerk or Precinct Time Officer to staff school crossings, except that the Commanding Officer shall have discretion to utilize the aforementioned officers in cases of emergency. Crossing Overtime for police officers assigned to school crossings on overtime shall not count towards the Overtime Book.

15. Grievance settlement of Failure to Provide Termination/Separation Pay, March 4, 2020:

PBA withdraws the grievance referenced in paragraph 1y, with prejudice as it relates to

APPROVED AS TO FORM number 8654 as it has been resolved, but the grievance related to the second re-

maining PO in the grievance will be held in abeyance while the civil action, case 2:19-cv-02236-JML-ARL, remains pending.

16. Grievance settlement of Elimination of Paper Pay Stubs, May 26, 2020:

PBA consents to the elimination of paper pay stubs in exchange for a credit in this round of collective bargaining.

17. Grievance settlement of Overtime Book Violation Non-Unit Members Work – Mounted Unit, September 23, 2022:

COUNTY and PBA agree that in resolution of the grievance the next PO in the OT book for August 23, 2022, in Mounted Unit (MU) shall receive six (6) hours of overtime. The police officer shall prepare form PDCN form 207, with the reason as "in satisfaction of PBA Grievance 92322." Said six (6) hours shall not be added to the police officer's total overtime hours for the year. The Parties agree that the resolution of this grievance shall not constitute a precedent for the determination of any other dispute between the parties, including disputes in MU, and is limited to the unique and particular facts of this case. This paragraph shall not be offered or entered into evidence for any purpose in any administrative, judicial or other proceeding except for the purpose of enforcing the terms set forth herein.

18. Grievance settlement of Shift Differential, March 19, 2018:

A. COUNTY and PBA agree that beginning on January 1, 2023 shift differential baselines shall be calculated as follows:

a. For Chart Orange and derivatives thereof, the following formula shall be used: The number of days the employee works in a particular chart for the year shall be counted. The number of days worked is multiplied by the number of hours falling within the shift differential hours (1530 through 0800) for those days and then dividing by 26 pay periods to determine the shift differential baseline for the year. For day tour Chart Orange, this calculation comes out to 26 premium and for night tour chart orange, this calculation comes out to 69 premium. The Charts and shift differential baselines are as follows:

- i. Chart Orange = 26P Day; 69P Night;
- ii. Chart 20A CIRRT & COPE = 52P;
- iii. Aviation 43P (rotate 0600 to 1600 & 1600 to 0200);
 1. Days Steady (3 sets/month) = 30P;
 2. Nights Steady (3sets/month) = 56P;
- iv. Court Liaison 17P;
- v. K-9 = 65P;

APPROVED AS TO FORM:



- vi. Precinct Special Patrols/Mall Details, etc. (based upon Chart Orange) assigned to a steady tour for the year for these hours (different steady tour hours then indicated below would be calculated using the formula above; below are examples):

1. 1000 to 2000 = 31P;
2. 1200 to 2200 = 45P;
3. 1300 to 2300 = 52P;
4. 1400 to 2400 = 59P;

vii. Mounted Unit

1. Ten Hour Chart 33P;
2. Mounted Unit Twelve Hour Chart 37P;

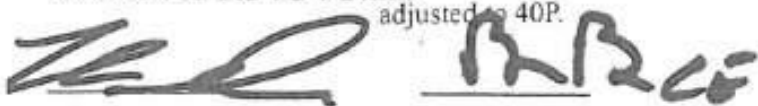
- b. Chart 20 BSO = 50P as per this MOA;
- c. Police Academy = 50P effective beginning first pay period in January 2023 as per this MOA; MOA, dated July 2, 2008, establishing a different shift differential for Police Academy is null and void. No retroactive pay. This provision does not apply to recruits.
- d. Marine Bureau Chart
- i. Days and Nights all year = 52P;
 - ii. No night from Nov 1 to March 31 = 42P;
 - iii. Days only = 28P.
- e. Pistols Chart 12A - 27P;
- f. POP 40P as per 1995 MOA and amended as per this MOA from 40R to 40P;
- g. SRO 40P; parties concur 1995 MOA applies;
- h. Administrative Nine Hour Charts (13&14) wherein the employee alternates work weeks of 0800 to 1700 and 1030 to 1930, then the employee falls under the old shift differential rules where at least half of the tour must be between 1500 and 0700 (CBA 9.17). If the tour meets this requirement, then the member is entitled to shift differential for the entire tour resulting in 36 regular units in a pay period.

B. COUNTY agrees to reimburse members (including retired members) who were assigned to the following units during the time period from February 2, 2018 through the last pay period ending in February 2023 for the period of time the member worked in the unit as follows:

- a. Chart 20A CIRRT & COPE 17P (69-52) units per pay period;
- b. Precinct Special Patrols/Mall Details, etc. based upon their steady tour assigned as an example 10P (69-59), 17P (69-52), etc., units per pay period.
- c. Aviation 7P (50-43) units per pay period.
- d. K-9 4P (69-65) units per pay period.

SRO difference between 40P and 40R per pay period until such time as they are adjusted to 40P.

APPROVED AS TO FORM:



19. Grievance settlement of Grievance settlement of 3rd Precinct OT Book Violations, March 1, 2017; 6th Precinct - Movie Shoot Detail Violations, March 2, 2017; Construction Grant OT, February 22, 2019; Grant Overtime Book Violations, November 6, 2020; and Sixth Precinct Overtime Book Violation (BSO), March 10, 2021:

- A. COUNTY and PBA reaffirm the July 15, 1999 memorandum (Appendix F), the October 27, 2004 MOA (Appendix B), the December 22, 2005 MOA (Appendix C) and the January 13, 2015 Stipulation of Settlement and MOA (Appendix D).
- B. COUNTY and PBA both agree that this Agreement is in accordance with and furtherance of the Arbitration Award issued on February 11, 2020 by Arbitrator Howard Edelman.
- C. COUNTY continues to reserve its rights pursuant to section 3.0 of the CBA to determine the methods, means and personnel by which governmental operations are to be conducted.
- D. COUNTY and PBA acknowledge that Grant Overtime is defined as overtime paid from sources other than County overtime, including, but not limited to, Federal, State or other governmental/forfeiture or private funding that generally requires performance-based results. Examples of Grant Overtime include, but are not limited to, Seatbelt Enforcement, Aggressive Driving Enforcement, DWI Enforcement, Project 21, Anticrime Enforcement, and Movie Shoots. Grant Overtime is a separate category that is separate and apart from "special assignment" as categorized in paragraph 1c of the July 15, 1999 memorandum (Appendix F) although the categories may overlap. While special assignments are generally not assigned through grants, they could be (i.e., the overlap). Overlap assignments shall be considered in the "special assignment" category.

E. GRANT OVERTIME SELECTION PROCESS

- 1. COUNTY and PBA acknowledge and agree that a rational basis is required in the selection of a police officer to work "Grant Overtime" and the selection may not be arbitrary or capricious.
- 2. COUNTY and PBA agree that the selection of police officers for assignments funded by grants will be based upon the police officers' training, experience, job performance and proficiency relating to the subject matter of the grant assignment/initiative and this reasoning is a rational basis for the selection of police officers for grant assignments.

APPROVED AS TO FORM

3. Following is a list of examples with regard to paragraph E(2). This list is not an exhaustive list but only some examples. Police officers assigned to a seat-belt enforcement initiative funded by a grant who have demonstrated a strong ability in enforcing the provisions of the New York State Vehicle and Traffic Law regarding the use of seatbelts is a rational basis for said assignment. Police officers assigned to a Driving While Intoxicated enforcement initiative funded by a grant who have demonstrated a strong ability in enforcing the provisions of the New York State Vehicle and Traffic Law regarding Driving While Intoxicated is a rational basis for said assignment. Police officers assigned to an aggressive driving enforcement initiative funded by a grant who have demonstrated a strong ability in enforcing the provisions of the New York State Vehicle and Traffic Law regarding aggressive driving is a rational basis for said assignment. Police officers assigned to an anti-crime initiative funded by a grant who have demonstrated a strong ability to conduct field interviews and make arrests is a rational basis for said assignment.

4. COUNTY and PBA acknowledge that there is no quota requirement in compliance with section 215-a of the New York State Labor Law.

5. COUNTY may utilize past job performance by a police officer in prior assignments and/or initiatives funded by a grant to determine whether the police officer is eligible for a subsequent grant assignment, but COUNTY will not utilize the activity from prior grant assignments in conjunction with the police officer's overall job performance so as not to give that police officer a heightened ability based strictly upon prior grant assignments.

F. Precinct Commanding Officers shall post grant assignments with seven days' notice when practicable for interested officers to sign up to be considered for said grant details within the precinct. Commanding Officers shall review the list of officers who sign up to be considered for the detail and create a list of the police officers eligible to work said grant assignment based upon a rational basis as described above. Commanding Officers shall continue to have the sole discretion as to who to select for this list, but shall share said list with the PBA Trustee for the command upon his/her request. A new posting for grant specific assignments shall be issued each time there is a grant specific initiative in a precinct. The Commanding Officer shall distribute overtime among police officers selected for the grant on a rotating basis consistent with the overtime distribution rules for the overtime book.

APPROVED AS TO FORM:

COUNTY shall consider precinct personnel first for VTL enforcement grants of a specific dedicated location for an extended time period within a particular precinct as

was the subject matter of the grievance wherein a single BSO officer was assigned to VTL enforcement in the Incorporated Village of East Hills.

- H. COUNTY shall withdraw its appeal with the Appellate Division under Index Number 605634/2020 within 30 days of the effective date of this Agreement.

The foregoing summary is intended to reflect accurately the detailed, separate resolution to each referenced grievance. In the event of any conflict, the detailed stipulation shall control.

APPROVED AS TO FORM:

Hired 2007 Or Before

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$121,659	\$129,764	\$133,008	\$136,998	\$141,108
6 year		\$6,480	\$6,642	\$6,841	\$7,046
15 Year		\$3,750	\$3,844	\$3,959	\$4,078
Total Base	\$121,659	\$139,994	\$143,494	\$147,798	\$152,232
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$4,972	\$5,721	\$5,864	\$6,040	\$6,221
Night Diff	\$13,194	\$15,183	\$15,562	\$16,029	\$16,510
Holiday	\$5,393	\$6,206	\$6,361	\$6,552	\$6,749
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$922	\$982	\$1,007	\$1,037	\$1,068
Hr Rate	\$58.49	\$67.30	\$68.99	\$71.06	\$73.19
OT Rate	\$91.93	\$105.79	\$108.43	\$111.69	\$115.04
Longevity	\$4,875	\$4,875	\$5,200	\$5,525	\$5,850
Total Day Salary	\$140,949	\$160,846	\$164,970	\$169,965	\$175,102
Total Night Salary	\$149,172	\$170,308	\$174,668	\$179,954	\$185,391
Total Day W Ed	\$141,871	\$161,828	\$165,977	\$171,002	\$176,170
Total Night W Ed	\$150,094	\$171,290	\$175,675	\$180,991	\$186,459

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* 15 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2007 with no prior law enforcement.

* Base pay does not include longevity or education pay.

Hired in 2008

	Currently	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$121,659	\$129,764	\$133,008	\$136,998	\$141,108
6 year		\$6,480	\$6,642	\$6,841	\$7,046
15 Year	N/A	N/A	\$3,844	\$3,959	\$4,078
Total Base	\$121,659	\$136,244	\$143,494	\$147,798	\$152,232
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$4,972	\$5,568	\$5,864	\$6,040	\$6,221
Night Diff	\$13,194	\$14,776	\$15,562	\$16,029	\$16,510
Holiday	\$5,393	\$6,040	\$6,361	\$6,552	\$6,749
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$922	\$982	\$1,007	\$1,037	\$1,068
Hr Rate	\$58.49	\$65.50	\$68.99	\$71.06	\$73.19
OT Rate	\$91.93	\$102.96	\$108.43	\$111.69	\$115.04
Longevity	\$4,550	\$4,550	\$4,875	\$5,200	\$5,525
Total Day Salary	\$140,624	\$156,452	\$164,645	\$169,640	\$174,777
Total Night Salary	\$148,847	\$165,660	\$174,343	\$179,629	\$185,066
Total Day W Ed	\$141,546	\$157,434	\$165,652	\$170,677	\$175,845
Total Night W Ed	\$149,769	\$166,642	\$175,350	\$180,666	\$186,134

- * Upon ratification base number includes all prior percentage raises from 2018-Current
- * 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.
- * 15 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.
- * Longevity Reflects a member hired in 2008 with no prior law enforcement.
- * Base pay does not include longevity or education pay.

Hired in 2013

	Currently	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$121,659	\$129,764	\$133,008	\$136,998	\$141,108
6 year		\$6,480	\$6,642	\$6,841	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$121,659	\$136,244	\$139,650	\$143,839	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$4,972	\$5,568	\$5,707	\$5,878	\$6,055
Night Diff	\$13,194	\$14,776	\$15,146	\$15,600	\$16,068
Holiday	\$5,393	\$6,040	\$6,191	\$6,377	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$922	\$982	\$1,007	\$1,037	\$1,068
Hr Rate	\$58.49	\$65.50	\$67.14	\$69.15	\$71.23
OT Rate	\$91.93	\$102.96	\$105.53	\$108.69	\$111.96
Longevity	\$2,925	\$2,925	\$3,250	\$3,575	\$3,900
Total Day Salary	\$138,999	\$154,827	\$158,848	\$163,719	\$168,727
Total Night Salary	\$147,222	\$164,035	\$168,287	\$173,441	\$178,740
Total Day W Ed	\$139,921	\$155,809	\$159,855	\$164,756	\$169,795
Total Night W Ed	\$148,144	\$165,017	\$169,294	\$174,478	\$179,808

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2013 with no prior law enforcement.

* Base pay does not include longevity or education pay.

Hired in 2014

	Currently	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$ 121,659	\$ 129,764	\$ 133,008	\$ 136,998	\$ 141,108
6 year		\$ 6,480	\$ 6,642	\$ 6,841	\$ 7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$ 121,659	\$ 136,244	\$ 139,650	\$ 143,839	\$ 148,154
Body Camera	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Day Diff	\$ 4,972	\$ 5,568	\$ 5,707	\$ 5,878	\$ 6,055
Night Diff	\$ 13,194	\$ 14,776	\$ 15,146	\$ 15,600	\$ 16,068
Holiday	\$ 5,393	\$ 6,040	\$ 6,191	\$ 6,377	\$ 6,568
Uniform	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050
Education	\$ 922	\$ 982	\$ 1,007	\$ 1,037	\$ 1,068
Hr Rate	\$ 58.49	\$ 65.50	\$ 67.14	\$ 69.15	\$ 71.23
OT Rate	\$ 91.93	\$ 102.96	\$ 105.53	\$ 108.69	\$ 111.96
Longevity	\$ 2,600	\$ 2,600	\$ 2,925	\$ 3,250	\$ 3,575
Total Day Salary	\$ 138,674	\$ 154,502	\$ 158,523	\$ 163,394	\$ 168,402
Total Night Salary	\$ 146,897	\$ 163,710	\$ 167,962	\$ 173,116	\$ 178,415
Total Day W Ed	\$ 139,596	\$ 155,484	\$ 159,530	\$ 164,431	\$ 169,470
Total Night W Ed	\$ 147,819	\$ 164,692	\$ 168,969	\$ 174,153	\$ 179,483

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2014 with no prior law enforcement.

* Base pay does not include longevity or education pay.

Hired in 2015

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$96,385	\$102,805	\$133,008	\$136,998	\$141,108
6 year		\$6,480	\$6,642	\$6,841	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$96,385	\$109,285	\$139,650	\$143,839	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,939	\$4,466	\$5,707	\$5,878	\$6,055
Night Diff	\$10,453	\$11,852	\$15,146	\$15,600	\$16,068
Holiday	\$4,273	\$4,845	\$6,191	\$6,377	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$1,007	\$1,037	\$1,068
Hr Rate	\$46.34	\$52.54	\$67.14	\$69.15	\$71.23
OT Rate	\$72.84	\$82.58	\$105.53	\$108.69	\$111.96
Longevity	\$2,275	\$2,275	\$2,600	\$2,925	\$3,250
Total Day Salary	\$110,922	\$124,921	\$158,198	\$163,069	\$168,077
Total Night Salary	\$117,436	\$132,307	\$167,637	\$172,791	\$178,090
Total Day W Ed	\$111,684	\$125,735	\$159,205	\$164,106	\$169,145
Total Night W Ed	\$118,198	\$133,121	\$168,644	\$173,828	\$179,158

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2015 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired in 2016

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$87,623	\$93,461	\$105,375	\$136,998	\$141,108
6 year		\$6,480	\$6,642	\$6,841	\$7,046
15 Year		N/A	N/A	N/A	N/A
Total Base	\$87,623	\$99,941	\$112,017	\$143,839	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,581	\$4,084	\$4,578	\$5,878	\$6,055
Night Diff	\$9,503	\$10,839	\$12,149	\$15,600	\$16,068
Holiday	\$3,885	\$4,431	\$4,966	\$6,377	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$1,037	\$1,068
Hr Rate	\$42.13	\$48.05	\$53.85	\$69.15	\$71.23
OT Rate	\$66.21	\$75.52	\$84.65	\$108.69	\$111.96
Longevity	\$1,950	\$2,275	\$2,275	\$2,600	\$2,925
Total Day Salary	\$101,088	\$114,781	\$127,886	\$162,744	\$167,752
Total Night Salary	\$107,011	\$121,536	\$135,457	\$172,466	\$177,765
Total Day W Ed	\$101,850	\$115,595	\$128,720	\$163,781	\$168,820
Total Night W Ed	\$107,773	\$122,350	\$136,291	\$173,503	\$178,833

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2016 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired in 2017

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$ 83,242	\$ 88,788	\$ 95,798	\$ 108,536	\$ 141,108
6 year	N/A	N/A	\$ 6,642	\$ 6,841	\$ 7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$ 83,242	\$ 88,788	\$ 102,440	\$ 115,377	\$ 148,154
Body Camera	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Day Diff	\$ 3,402	\$ 3,628	\$ 4,186	\$ 4,715	\$ 6,055
Night Diff	\$ 9,028	\$ 9,629	\$ 11,110	\$ 12,513	\$ 16,068
Holiday	\$ 3,690	\$ 3,936	\$ 4,541	\$ 5,115	\$ 6,568
Uniform	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050
Education	\$ 762	\$ 814	\$ 834	\$ 859	\$ 1,068
Hr Rate	\$ 40.02	\$ 42.69	\$ 49.25	\$ 55.47	\$ 71.23
OT Rate	\$ 62.90	\$ 67.09	\$ 77.41	\$ 87.19	\$ 111.96
Longevity	N/A	N/A	\$1,950	\$2,275	\$2,600
Total Day Salary	\$94,384	\$100,403	\$117,168	\$131,532	\$167,427
Total Night Salary	\$100,010	\$106,404	\$124,091	\$139,330	\$177,440
Total Day W Ed	\$95,146	\$101,217	\$118,002	\$132,391	\$168,495
Total Night W Ed	\$100,772	\$107,218	\$124,925	\$140,189	\$178,508

- * Upon ratification base number includes all prior percentage raises from 2018-Current
- * Longevity Reflects a member hired in 2017 with no prior law enforcement.
- * Annual salary may vary based upon individual hire date and prior service time.
- * Base pay does not include longevity or education pay.

Hired in 2018

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$76,670	\$81,778	\$91,008	\$98,672	\$111,792
6 year	N/A	N/A	N/A	\$6,841	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$76,670	\$81,778	\$91,008	\$105,513	\$118,838
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,133	\$3,342	\$3,719	\$4,312	\$4,856
Night Diff	\$8,315	\$8,869	\$9,870	\$11,443	\$12,888
Holiday	\$3,399	\$3,625	\$4,035	\$4,678	\$5,268
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$859	\$885
Hr Rate	\$ 36.86	\$ 39.32	\$ 43.75	\$ 50.73	\$ 57.13
OT Rate	\$ 57.94	\$ 61.80	\$ 68.77	\$ 79.73	\$ 89.80
Longevity	N/A	N/A	N/A	\$1,950.00	\$2,275.00
Total Day Salary	\$87,252	\$92,795	\$102,812	\$120,503	\$135,288
Total Night Salary	\$92,434	\$98,323	\$108,963	\$127,634	\$143,320
Total Day W Ed	\$88,014	\$93,609	\$103,646	\$121,362	\$136,173
Total Night W Ed	\$93,196	\$99,137	\$109,797	\$128,493	\$144,205

- * Upon ratification base number includes all prior percentage raises from 2018-Current
- * Longevity Reflects a member hired in 2018 with no prior law enforcement.
- * Annual salary may vary based upon individual hire date and prior service time.
- * Base pay does not include longevity or education pay.

Hired in 2019

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$65,717	\$70,095	\$83,822	\$93,738	\$101,632
6 year	N/A	N/A	N/A	N/A	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$65,717	\$70,095	\$83,822	\$93,738	\$108,678
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$2,686	\$2,865	\$3,426	\$3,831	\$4,441
Night Diff	\$7,127	\$7,602	\$9,091	\$10,166	\$11,786
Holiday	\$2,913	\$3,107	\$3,716	\$4,156	\$4,818
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$859	\$885
Hr Rate	\$31.59	\$33.70	\$40.30	\$45.07	\$52.25
OT Rate	\$49.66	\$52.97	\$63.34	\$70.83	\$82.12
Longevity	N/A	N/A	N/A	N/A	\$1,950
Total Day Salary	\$75,366	\$80,117	\$95,014	\$105,774	\$123,937
Total Night Salary	\$79,808	\$84,855	\$100,679	\$112,110	\$131,282
Total Day W Ed	\$76,128	\$80,931	\$95,848	\$106,633	\$124,822
Total Night W Ed	\$80,570	\$85,669	\$101,513	\$112,969	\$132,167

- * Upon ratification base number includes all prior percentage raises from 2018-Current
- * Longevity Reflects a member hired in 2019 with no prior law enforcement.
- * Annual salary may vary based upon individual hire date and prior service time.
- * Base pay does not include longevity or education pay.

Hired in 2020

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$54,764	\$58,413	\$71,847	\$86,337	\$96,550
6 year	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$54,764	\$58,413	\$71,847	\$86,337	\$96,550
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$2,238	\$2,387	\$2,936	\$3,528	\$3,946
Night Diff	\$5,939	\$6,335	\$7,792	\$9,364	\$10,471
Holiday	\$2,428	\$2,590	\$3,185	\$3,828	\$4,280
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$859	\$885
Hr Rate	\$26.33	\$28.08	\$34.54	\$41.51	\$46.42
OT Rate	\$41.38	\$44.14	\$54.29	\$65.24	\$72.96
Longevity	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$63,480	\$67,440	\$82,018	\$97,743	\$108,826
Total Night Salary	\$67,181	\$71,388	\$86,874	\$103,578	\$115,351
Total Day W Ed	\$64,242	\$68,254	\$82,852	\$98,602	\$109,711
Total Night W Ed	\$67,943	\$72,202	\$87,708	\$104,437	\$116,236

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired in 2021

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$41,000	\$43,731	\$59,873	\$74,002	\$88,927
6 year	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$41,000	\$43,731	\$59,873	\$74,002	\$88,927
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$1,676	\$1,787	\$2,447	\$3,024	\$3,634
Night Diff	\$4,447	\$4,743	\$6,493	\$8,026	\$9,644
Holiday	\$1,487	\$1,586	\$2,654	\$3,281	\$3,942
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$723	\$814	\$834	\$859	\$885
Hr Rate	\$19.71	\$21.02	\$28.79	\$35.58	\$42.75
OT Rate	\$30.98	\$33.05	\$45.24	\$55.92	\$67.20
Longevity	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$48,213	\$51,154	\$69,024	\$84,357	\$100,553
Total Night Salary	\$50,984	\$54,110	\$73,071	\$89,358	\$106,564
Total Day W Ed	\$48,936	\$51,968	\$69,858	\$85,216	\$101,438
Total Night W Ed	\$51,707	\$54,924	\$73,905	\$90,217	\$107,449

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired in 2022

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$35,000	\$37,333	\$44,824	\$61,669	\$76,222
6 year	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$35,000	\$37,333	\$44,824	\$61,669	\$76,222
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$1,430	\$1,526	\$1,832	\$2,520	\$3,115
Night Diff	\$3,796	\$4,049	\$4,861	\$6,688	\$8,267
Holiday	\$1,270	\$1,354	\$1,626	\$2,734	\$3,379
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$723	\$741	\$834	\$859	\$885
Hr Rate	\$16.83	\$17.95	\$21.55	\$29.65	\$36.65
OT Rate	\$26.45	\$28.21	\$33.87	\$46.60	\$57.60
Longevity	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$41,750	\$44,263	\$52,332	\$70,973	\$86,766
Total Night Salary	\$44,115	\$46,786	\$55,361	\$75,141	\$91,918
Total Day W Ed	\$42,473	\$45,004	\$53,166	\$71,832	\$87,651
Total Night W Ed	\$44,838	\$47,527	\$56,195	\$76,000	\$92,803

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 11/14/2022

	Current	Upon Ratification	7/1/2023	11/14/2023	7/1/2024	11/14/2024	7/1/2025	11/14/2025
Raise	Step 1		2.50%	Step 2 Raise	3.00%	Step 3 Raise	3.00%	Step 4 Raise
Base	\$35,000	\$37,333	\$38,266	\$44,824	\$46,169	\$61,669	\$63,519	\$76,222
6 year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$35,000	* \$37,333	\$38,266	\$44,824	\$46,169	\$61,669	\$63,519	\$76,222
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$1,430	\$1,526	\$1,564	\$1,832	\$1,887	\$2,520	\$2,596	\$3,115
Night Diff	\$3,796	\$4,049	\$4,150	\$4,861	\$5,007	\$6,688	\$6,889	\$8,267
Holiday	* \$1,270	\$1,354	* \$1,388	\$1,626	\$2,047	\$2,734	\$2,816	\$3,379
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$723	\$741	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$16.83	\$17.95	\$18.40	\$21.55	\$22.20	\$29.65	\$30.54	\$36.65
OT Rate	\$26.45	\$28.21	\$28.92	\$33.87	\$34.89	\$46.60	\$48.00	\$57.60
Longevity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$41,750	\$44,263	\$45,268	\$52,332	\$54,153	\$70,973	\$72,981	\$86,766
Total Night Salary	\$44,115	\$46,786	\$47,854	\$55,361	\$57,273	\$75,141	\$77,274	\$91,918
Total Day W Ed	\$42,473	\$45,004	\$46,102	\$53,166	\$55,012	\$71,832	\$73,866	\$87,651
Total Night W Ed	\$44,838	\$47,527	\$48,688	\$56,195	\$58,132	\$76,000	\$78,159	\$92,803

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 5/20/2022

	Current	Upon Ratification	5/20/2023	7/1/2023	5/20/2024	7/1/2024	5/20/2025	7/1/2025	5/20/2026
Raise	Step 1		Step 2 Raise	2.50%	Step 3 Raise	3.00%	Step 4 Raise	3.00%	Step 5 Raise
Base	\$35,000	\$37,333	\$43,731	\$44,824	\$59,873	\$61,669	\$74,002	\$76,222	\$88,927
6 year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$35,000	\$37,333	\$43,731	\$44,824	\$59,873	\$61,669	\$74,002	\$76,222	\$88,927
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$1,430	\$1,526	\$1,787	\$1,832	\$2,447	\$2,520	\$3,024	\$3,115	\$3,634
Night Diff	\$3,796	\$4,049	\$4,743	\$4,861	\$6,493	\$6,688	\$8,026	\$8,267	\$9,644
Holiday	\$1,270	\$1,354	\$1,939	\$1,987	\$2,654	\$2,734	\$3,281	\$3,379	\$3,942
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$723	\$814	\$834	\$834	\$859	\$859	\$885	\$885	\$885
Hr Rate	\$16.83	\$17.95	\$21.02	\$21.55	\$28.79	\$29.65	\$35.58	\$36.65	\$42.75
OT Rate	\$26.45	\$28.21	\$33.05	\$33.87	\$45.24	\$46.60	\$55.92	\$57.60	\$67.20
Longevity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$41,750	\$44,263	\$51,507	\$52,693	\$69,024	\$70,973	\$84,357	\$86,766	\$100,553
Total Night Salary	\$44,115	\$46,786	\$54,462	\$55,722	\$73,071	\$75,141	\$89,358	\$91,918	\$106,564
Total Day W Ed	\$42,473	\$45,077	\$52,341	\$53,527	\$69,883	\$71,832	\$85,242	\$87,651	\$101,438
Total Night W Ed	\$44,838	\$47,600	\$55,296	\$56,556	\$73,930	\$76,000	\$90,243	\$92,803	\$107,449

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 12/3/2021

	Current	Upon Ratification	7/1/2023	12/3/2023	7/1/2024	12/3/2024	7/1/2025	12/3/2025
Raise	Step 2		2.50%	Step 3 Raise	3.00%	Step 4 Raise	3.00%	Step 5 Raise
Base	\$41,000	\$43,731	\$44,824	\$59,873	\$61,669	\$74,002	\$76,222	\$88,927
6 year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$41,000	\$43,731	\$44,824	\$59,873	\$61,669	\$74,002	\$76,222	\$88,927
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$1,676	\$1,787	\$1,832	\$2,447	\$2,520	\$3,024	\$3,115	\$3,634
Night Diff	\$4,447	\$4,743	\$4,861	\$6,493	\$6,688	\$8,026	\$8,267	\$9,644
Holiday	\$1,487	\$1,586	\$1,987	\$2,654	\$2,734	\$3,281	\$3,379	\$3,942
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$723	\$814	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$19.71	\$21.02	\$21.55	\$28.79	\$29.65	\$35.58	\$36.65	\$42.75
OT Rate	\$30.98	\$33.05	\$33.87	\$45.24	\$46.60	\$55.92	\$57.60	\$67.20
Longevity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$48,213	\$51,154	\$52,693	\$69,024	\$70,973	\$84,357	\$86,766	\$100,553
Total Night Salary	\$50,984	\$54,110	\$55,722	\$73,071	\$75,141	\$89,358	\$91,918	\$106,564
Total Day W Ed	\$48,936	\$51,968	\$53,527	\$69,858	\$71,832	\$85,216	\$87,651	\$101,438
Total Night W Ed	\$51,707	\$54,924	\$56,556	\$73,905	\$76,000	\$90,217	\$92,803	\$107,449

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 6/18/2021

	Current	Upon Ratification	6/18/2023	7/1/2023	6/18/2024	7/1/2024	6/18/2025	7/1/2025	6/18/2026
Raise	Step 2		Step 3 Raise	2.50%	Step 4 Raise	3.00%	Step 5 Raise	3.00%	Step 6 Raise
Base	\$41,000	\$43,731	\$58,413	\$59,873	\$71,847	\$74,002	\$86,337	\$88,927	\$96,550
6 year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$41,000	\$43,731	\$58,413	\$59,873	\$71,847	\$74,002	\$86,337	\$88,927	\$96,550
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$1,676	\$1,787	\$2,387	\$2,447	\$2,936	\$3,024	\$3,528	\$3,634	\$3,946
Night Diff	\$4,447	\$4,743	\$6,335	\$6,493	\$7,792	\$8,026	\$9,364	\$9,644	\$10,471
Holiday	\$1,487	\$1,586	\$2,590	\$2,654	\$3,185	\$3,281	\$3,828	\$3,942	\$4,280
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$723	\$814	\$834	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$19.71	\$21.02	\$28.08	\$28.79	\$34.54	\$35.58	\$41.51	\$42.75	\$46.42
OT Rate	\$30.98	\$33.05	\$44.14	\$45.24	\$54.29	\$55.92	\$65.24	\$67.20	\$72.96
Longevity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$48,213	\$51,154	\$67,440	\$69,024	\$82,018	\$84,357	\$97,743	\$100,553	\$108,826
Total Night Salary	\$50,984	\$54,110	\$71,388	\$73,071	\$86,874	\$89,358	\$103,578	\$106,564	\$115,351
Total Day W Ed	\$48,936	\$51,968	\$68,274	\$69,858	\$82,852	\$85,216	\$98,602	\$101,438	\$109,711
Total Night W Ed	\$51,707	\$54,924	\$72,222	\$73,905	\$87,708	\$90,217	\$104,437	\$107,449	\$116,236

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 12/11/2020

	Current	Upon Ratification	7/1/2023	12/11/2023	7/1/2024	12/11/2024	7/1/2025	12/11/2025
Raise	Step 3		2.50%	Step 4 Raise	3.00%	Step 5 Raise	3.00%	Step 6 Raise
Base	\$54,764	\$58,413	\$59,873	\$71,847	\$74,002	\$86,337	\$88,927	\$96,550
6 year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$54,764	\$58,413	\$59,873	\$71,847	\$74,002	\$86,337	\$88,927	\$96,550
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$2,238	\$2,387	\$2,447	\$2,936	\$3,024	\$3,528	\$3,634	\$3,946
Night Diff	\$5,939	\$6,335	\$6,493	\$7,792	\$8,026	\$9,364	\$9,644	\$10,471
Holiday	\$2,428	\$2,590	\$2,654	\$3,185	\$3,281	\$3,828	\$3,942	\$4,280
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$26.33	\$28.08	\$28.79	\$34.54	\$35.58	\$41.51	\$42.75	\$46.42
OT Rate	\$41.38	\$44.14	\$45.24	\$54.29	\$55.92	\$65.24	\$67.20	\$72.96
Longevity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Day Salary	\$63,480	\$67,440	\$69,024	\$82,018	\$84,357	\$97,743	\$100,553	\$108,826
Total Night Salary	\$67,181	\$71,388	\$73,071	\$86,874	\$89,358	\$103,578	\$106,564	\$115,351
Total Day W Ed	\$64,242	\$68,254	\$69,858	\$82,852	\$85,216	\$98,602	\$101,438	\$109,711
Total Night W Ed	\$67,943	\$72,202	\$73,905	\$87,708	\$90,217	\$104,437	\$107,449	\$116,236

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 11/8/2019

	Current	Upon Ratification	7/1/2023	11/8/2023	7/1/2024	11/8/2024	7/1/2025	11/8/2025
Raise	Step 4		2.50%	Step 5	3.00%	Step 6	3.00%	Step 7
Base	\$65,717	\$70,095	\$71,847	\$83,822	\$86,337	\$93,738	\$96,550	\$101,632
6 year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$65,717	\$70,095	\$71,847	\$83,822	\$86,337	\$93,738	\$96,550	\$108,678
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$2,686	\$2,865	\$2,936	\$3,426	\$3,528	\$3,831	\$3,946	\$4,441
Night Diff	\$7,127	\$7,602	\$7,792	\$9,091	\$9,364	\$10,166	\$10,471	\$11,786
Holiday	\$2,913	\$3,107	\$3,185	\$3,716	\$3,828	\$4,156	\$4,280	\$4,818
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$31.59	\$33.70	\$34.54	\$40.30	\$41.51	\$45.07	\$46.42	\$52.25
OT Rate	\$49.66	\$52.97	\$54.29	\$63.34	\$65.24	\$70.83	\$72.96	\$82.12
Longevity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$1,950
Total Day Salary	\$75,366	\$80,117	\$82,018	\$95,014	\$97,743	\$105,774	\$108,826	\$123,937
Total Night Salary	\$79,808	\$84,855	\$86,874	\$100,679	\$103,578	\$112,110	\$115,351	\$131,282
Total Day W Ed	\$76,128	\$80,931	\$82,852	\$95,848	\$98,602	\$106,633	\$109,711	\$124,822
Total Night W Ed	\$80,570	\$85,669	\$87,708	\$101,513	\$104,437	\$112,969	\$116,236	\$132,167

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Longevity Reflects a member hired in 2019 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 5/30/2019

	Current	Upon Ratification	5/30/2023	7/1/2023	5/30/2024	7/1/2024	5/30/2025	7/1/2025	5/30/2026
Raise	Step 4		Step 5 Raise	2.50%	Step 6 Raise	3.00%	Step 7 Raise	3.00%	Step 7 Raise
Base	\$65,717	\$70,095	\$81,778	\$83,822	\$91,008	\$93,738	\$98,672	\$101,632	\$111,792
6 year	N/A	N/A	N/A	N/A	N/A	N/A	\$6,841	\$7,046	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$65,717	\$70,095	\$81,778	\$83,822	\$91,008	\$93,738	\$105,513	\$108,678	\$118,838
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$2,686	\$2,865	\$3,342	\$3,426	\$3,719	\$3,831	\$4,312	\$4,441	\$4,856
Night Diff	\$7,127	\$7,602	\$8,869	\$9,091	\$9,870	\$10,166	\$11,443	\$11,786	\$12,888
Holiday	\$2,913	\$3,107	\$3,625	\$3,716	\$4,035	\$4,156	\$4,678	\$4,818	\$5,268
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$31.59	\$33.70	\$39.32	\$40.30	\$43.75	\$45.07	\$50.73	\$52.25	\$57.13
OT Rate	\$49.66	\$52.97	\$61.80	\$63.34	\$68.77	\$70.83	\$79.73	\$82.12	\$89.80
Longevity	N/A	N/A	N/A	N/A	N/A	N/A	\$1,950	\$1,950	\$2,275
Total Day Salary	\$75,366	\$80,117	\$92,795	\$95,014	\$102,812	\$105,774	\$118,553	\$121,987	\$135,288
Total Night Salary	\$79,808	\$84,855	\$98,323	\$100,679	\$108,963	\$112,110	\$127,634	\$131,282	\$143,320
Total Day W Ed	\$76,128	\$80,931	\$93,629	\$95,848	\$103,646	\$106,633	\$119,412	\$122,872	\$136,173
Total Night W Ed	\$80,570	\$85,669	\$99,157	\$101,513	\$109,797	\$112,969	\$128,493	\$132,167	\$144,205

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Longevity Reflects a member hired in 2019 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 11/30/2018

	Current	Upon Ratification	7/1/2023	11/30/2023	7/1/2024	11/30/2024	7/1/2025	11/30/2025
Raise	Step 5		2.50%	Step 6 Raise	3.00%	Step 7 Raise	3.00%	Step 8 Raise
Base	\$76,670	\$81,778	\$83,822	\$91,008	\$93,738	\$98,672	\$101,632	\$111,792
6 year	N/A	N/A	N/A	N/A	N/A	\$6,841	\$7,046	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$76,670	\$81,778	\$83,822	\$91,008	\$93,738	\$105,513	\$108,678	\$118,838
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,133	\$3,342	\$3,426	\$3,719	\$3,831	\$4,312	\$4,441	\$4,856
Night Diff	\$8,315	\$8,869	\$9,091	\$9,870	\$10,166	\$11,443	\$11,786	\$12,888
Holiday	\$3,399	\$3,625	\$3,716	\$4,035	\$4,156	\$4,678	\$4,818	\$5,268
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$ 36.86	\$ 39.32	\$ 40.30	\$ 43.75	\$ 45.07	\$ 50.73	\$ 52.25	\$ 57.13
OT Rate	\$ 57.94	\$ 61.80	\$ 63.34	\$ 68.77	\$ 70.83	\$ 79.73	\$ 82.12	\$ 89.80
Longevity	N/A	N/A	N/A	N/A	N/A	\$1,950.00	\$1,950.00	\$2,275.00
Total Day Salary	\$87,252	\$92,795	\$95,014	\$102,812	\$105,774	\$120,503	\$123,937	\$135,288
Total Night Salary	\$92,434	\$98,323	\$100,679	\$108,963	\$112,110	\$127,634	\$131,282	\$143,320
Total Day W Ed	\$88,014	\$93,609	\$95,848	\$103,646	\$106,633	\$121,362	\$124,822	\$136,173
Total Night W Ed	\$93,196	\$99,137	\$101,513	\$109,797	\$112,969	\$128,493	\$132,167	\$144,205

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Longevity Reflects a member hired in 2018 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 4/6/2018

	Current	Upon Ratification	4/6/2023	7/1/2023	4/6/2024	7/1/2024	4/6/2025	7/1/2025	4/6/2026
Raise	Step 5		Step 6 Raise	2.50%	Step 7 Raise	3.00%	Step 8 Raise	3.00%	Top Pay
Base	\$76,670	\$81,778	\$88,788	\$91,008	\$95,798	\$98,672	\$108,536	\$111,792	\$141,108
6 year	N/A	N/A	N/A	N/A	\$6,642	\$6,841	\$6,841	\$7,046	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$76,670	\$81,778	\$88,788	\$91,008	\$102,440	\$105,513	\$115,377	\$118,838	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,133	\$3,342	\$3,628	\$3,719	\$4,186	\$4,312	\$4,715	\$4,856	\$6,055
Night Diff	\$8,315	\$8,869	\$9,629	\$9,870	\$11,110	\$11,443	\$12,513	\$12,888	\$16,068
Holiday	\$3,399	\$3,625	\$3,936	\$4,035	\$4,541	\$4,678	\$5,115	\$5,268	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$814	\$834	\$834	\$859	\$859	\$885	\$885
Hr Rate	\$36.86	\$39.32	\$42.69	\$43.75	\$49.25	\$50.73	\$55.47	\$57.13	\$71.23
OT Rate	\$57.94	\$61.80	\$67.09	\$68.77	\$77.41	\$79.73	\$87.19	\$89.80	\$111.96
Longevity	N/A	N/A	N/A	N/A	\$1,950.00	\$1,950.00	\$2,275.00	\$2,275.00	\$2,600.00
Total Day Salary	\$87,252	\$92,795	\$100,403	\$102,812	\$117,168	\$120,503	\$131,532	\$135,288	\$167,427
Total Night Salary	\$92,434	\$98,323	\$106,404	\$108,963	\$124,091	\$127,634	\$139,330	\$143,320	\$177,440
Total Day W Ed	\$88,014	\$93,609	\$101,217	\$103,646	\$118,002	\$121,362	\$132,391	\$136,173	\$168,312
Total Night W Ed	\$93,196	\$99,137	\$107,218	\$109,797	\$124,925	\$128,493	\$140,189	\$144,205	\$178,325

* Upon ratification base number includes all prior percentage raises from 2018-Current

* Longevity Reflects a member hired in 2018 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 12/1/2017

	Current	Upon Ratification	7/1/2023	12/1/2023	7/1/2024	12/1/2024	7/1/2025	12/1/2025
Raise	Step 6		2.50%	Step 7 Raise	3.00%	Step 8 Raise	3.00%	TOP PAY
Base	\$ 83,242	\$ 88,788	\$ 91,008	\$ 95,798	\$ 98,672	\$ 108,536	\$ 111,792	\$ 141,108
6 year	N/A	N/A	N/A	\$ 6,642	\$ 6,841	\$ 6,841	\$ 7,046	\$ 7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$ 83,242	\$ 88,788	\$ 91,008	\$ 102,440	\$ 105,513	\$ 115,377	\$ 118,838	\$ 148,154
Body Camera	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Day Diff	\$ 3,402	\$ 3,628	\$ 3,719	\$ 4,186	\$ 4,312	\$ 4,715	\$ 4,856	\$ 6,055
Night Diff	\$ 9,028	\$ 9,629	\$ 9,870	\$ 11,110	\$ 11,443	\$ 12,513	\$ 12,888	\$ 16,068
Holiday	\$ 3,690	\$ 3,936	\$ 4,035	\$ 4,541	\$ 4,678	\$ 5,115	\$ 5,268	\$ 6,568
Uniform	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050
Education	\$ 762	\$ 814	\$ 834	\$ 834	\$ 859	\$ 859	\$ 1,068	\$ 1,068
Hr Rate	\$ 40.02	\$ 42.69	\$ 43.75	\$ 49.25	\$ 50.73	\$ 55.47	\$ 57.13	\$ 71.23
OT Rate	\$ 62.90	\$ 67.09	\$ 68.77	\$ 77.41	\$ 79.73	\$ 87.19	\$ 89.80	\$ 111.96
Longevity	N/A	N/A	N/A	\$ 1,950	\$ 1,950	\$ 2,275	\$ 2,275	\$ 2,600
Total Day Salary	\$94,384	\$100,403	\$102,812	\$117,168	\$120,503	\$131,532	\$135,288	\$167,427
Total Night Salary	\$100,010	\$106,404	\$108,963	\$124,091	\$127,634	\$139,330	\$143,320	\$177,440
Total Day W Ed	\$95,146	\$101,217	\$103,646	\$118,002	\$121,362	\$132,391	\$136,356	\$168,495
Total Night W Ed	\$100,772	\$107,218	\$109,797	\$124,925	\$128,493	\$140,189	\$144,388	\$178,508

- * Upon ratification base number includes all prior percentage raises from 2018-Current
- * Longevity Reflects a member hired in 2017 with no prior law enforcement.
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Hired 6/9/2017

	Current	Upon Ratification	6/9/2023	7/1/2023	6/9/2024	7/1/2024	6/9/2025	7/1/2025
Raise	Step 6		Step 7 Raise	2.50%	Step 8 Raise	3.00%	Top Pay	3.00%
Base	\$ 83,242	\$ 88,788	\$ 93,461	\$ 95,798	\$ 105,375	\$ 108,536	\$ 136,998	\$ 141,108
6 year	N/A	N/A	\$ 6,480	\$ 6,642	\$ 6,642	\$ 6,841	\$ 6,841	\$ 7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$ 83,242	\$ 88,788	\$ 99,941	\$ 102,440	\$ 112,017	\$ 115,377	\$ 143,839	\$ 148,154
Body Camera	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Day Diff	\$ 3,402	\$ 3,628	\$ 4,084	\$ 4,186	\$ 4,578	\$ 4,715	\$ 5,878	\$ 6,055
Night Diff	\$ 9,028	\$ 9,629	\$ 10,839	\$ 11,110	\$ 12,149	\$ 12,513	\$ 15,600	\$ 16,068
Holiday	\$ 3,690	\$ 3,936	\$ 4,431	\$ 4,541	\$ 4,966	\$ 5,115	\$ 6,377	\$ 6,568
Uniform	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050
Education	\$ 762	\$ 814	\$ 834	\$ 834	\$ 834	\$ 859	\$ 859	\$ 1,068
Hr Rate	\$ 40.02	\$ 42.69	\$ 48.05	\$ 49.25	\$ 53.85	\$ 55.47	\$ 69.15	\$ 71.23
OT Rate	\$ 62.90	\$ 67.09	\$ 75.52	\$ 77.41	\$ 84.65	\$ 87.19	\$ 108.69	\$ 111.96
Longevity	N/A	N/A	\$1,950	\$1,950	\$2,275	\$2,275	\$2,600	\$2,600
Total Day Salary	\$94,384	\$100,403	\$114,456	\$117,168	\$127,886	\$131,532	\$162,744	\$167,427
Total Night Salary	\$100,010	\$106,404	\$121,211	\$124,091	\$135,457	\$139,330	\$172,466	\$177,440
Total Day W Ed	\$95,146	\$101,217	\$115,290	\$118,002	\$128,720	\$132,391	\$163,603	\$168,495
Total Night W Ed	\$100,772	\$107,218	\$122,045	\$124,925	\$136,291	\$140,189	\$173,325	\$178,508

- * Upon ratification base number includes all prior percentage raises from 2018-Current
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Hired 6/2/2016

	Current	Upon Ratification	6/2/2023	7/1/2023	6/2/2024	7/1/2024	6/2/2025	7/1/2025	6/2/2026
Raise	Step 7		Step 8 Raise	2.50%	Top Pay	3.00%		3.00%	
Base	\$87,623	\$93,461	\$102,805	\$105,375	\$133,008	\$136,998	\$136,998	\$141,108	\$141,108
6 year		\$6,480	\$6,480	\$6,642	\$6,642	\$6,841	\$6,841	\$7,046	\$7,046
15 Year		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$87,623	\$99,941	\$109,285	\$112,017	\$139,650	\$143,839	\$143,839	\$148,154	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,581	\$4,084	\$4,466	\$4,578	\$5,707	\$5,878	\$5,878	\$6,055	\$6,055
Night Diff	\$9,503	\$10,839	\$11,852	\$12,149	\$15,146	\$15,600	\$15,600	\$16,068	\$16,068
Holiday	\$3,885	\$4,431	\$4,845	\$4,966	\$6,191	\$6,377	\$6,377	\$6,568	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$814	\$834	\$1,007	\$1,037	\$1,068	\$1,068	\$1,068
Hr Rate	\$42.13	\$48.05	\$52.54	\$53.85	\$67.14	\$69.15	\$69.15	\$71.23	\$71.23
OT Rate	\$66.21	\$75.52	\$82.58	\$84.65	\$105.53	\$108.69	\$108.69	\$111.96	\$111.96
Longevity	\$1,950	\$1,950	\$2,275	\$2,275	\$2,600	\$2,600	\$2,925	\$2,925	\$3,250
Total Day Salary	\$101,088	\$114,456	\$124,921	\$127,886	\$158,198	\$162,744	\$163,069	\$167,752	\$168,077
Total Night Salary	\$107,011	\$121,211	\$132,307	\$135,457	\$167,637	\$172,466	\$172,791	\$177,765	\$178,090
Total Day W Ed	\$101,850	\$115,270	\$125,735	\$128,720	\$159,205	\$163,781	\$164,137	\$168,820	\$169,145
Total Night W Ed	\$107,773	\$122,025	\$133,121	\$136,291	\$168,644	\$173,503	\$173,859	\$178,833	\$179,158

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

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Hired 10/16/2015

	Current	Upon Ratification	7/1/2023	10/16/2023	7/1/2024	10/16/2024	7/1/2025	10/16/2025
Raise	Step 8		2.50%	Top Pay	3.00%		3.00%	
Base	\$96,385	\$102,805	\$105,375	\$133,008	\$136,998	\$136,998	\$141,108	\$141,108
6 year	N/A	\$6,480	\$6,642	\$6,642	\$6,841	\$6,841	\$7,046	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$96,385	\$109,285	\$112,017	\$139,650	\$143,839	\$143,839	\$148,154	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,939	\$4,466	\$4,578	\$5,707	\$5,878	\$5,878	\$6,055	\$6,055
Night Diff	\$10,453	\$11,852	\$12,149	\$15,146	\$15,600	\$15,600	\$16,068	\$16,068
Holiday	\$4,273	\$4,845	\$4,966	\$6,191	\$6,377	\$6,377	\$6,568	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$1,007	\$1,007	\$1,037	\$1,037	\$1,068	\$1,068
Hr Rate	\$46.34	\$52.54	\$53.85	\$67.14	\$69.15	\$69.15	\$71.23	\$71.23
OT Rate	\$72.84	\$82.58	\$84.65	\$105.53	\$108.69	\$108.69	\$111.96	\$111.96
Longevity	\$2,275	\$2,275	\$2,275	\$2,600	\$2,600	\$2,925	\$2,925	\$3,250
Total Day Salary	\$110,922	\$124,921	\$127,886	\$158,198	\$162,744	\$163,069	\$167,752	\$168,077
Total Night Salary	\$117,436	\$132,307	\$135,457	\$167,637	\$172,466	\$172,791	\$177,765	\$178,090
Total Day W Ed	\$111,684	\$125,735	\$128,893	\$159,205	\$163,781	\$164,106	\$168,820	\$169,145
Total Night W Ed	\$118,198	\$133,121	\$136,464	\$168,644	\$173,503	\$173,828	\$178,833	\$179,158

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

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Hired 4/24/15

	Current	Upon Ratification	4/24/2023	7/1/2023	4/24/2025	7/1/2024	4/24/2025	7/1/2025	4/24/2026
Raise	Step 8		Top Pay	2.50%	Top Pay	3.00%		3.00%	
Base	\$96,385	\$102,805	\$129,764	\$133,008	\$133,008	\$136,998	\$136,998	\$141,108	\$141,108
6 year	N/A	\$6,480	\$6,480	\$6,642	\$6,642	\$6,841	\$6,841	\$7,046	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$96,385	\$109,285	\$136,244	\$139,650	\$139,650	\$143,839	\$143,839	\$148,154	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,939	\$4,466	\$5,568	\$5,707	\$5,707	\$5,878	\$5,878	\$6,055	\$6,055
Night Diff	\$10,453	\$11,852	\$14,776	\$15,146	\$15,146	\$15,600	\$15,600	\$16,068	\$16,068
Holiday	\$4,273	\$4,845	\$6,040	\$6,191	\$6,191	\$6,377	\$6,377	\$6,568	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$1,007	\$1,007	\$1,007	\$1,037	\$1,037	\$1,068	\$1,068
Hr Rate	\$46.34	\$52.54	\$65.50	\$67.14	\$67.14	\$69.15	\$69.15	\$71.23	\$71.23
OT Rate	\$72.84	\$82.58	\$102.96	\$105.53	\$105.53	\$108.69	\$108.69	\$111.96	\$111.96
Longevity	\$2,275	\$2,275	\$2,600	\$2,600	\$2,925	\$2,925	\$3,250	\$3,250	\$3,575
Total Day Salary	\$110,922	\$124,921	\$154,502	\$158,198	\$158,523	\$163,069	\$163,394	\$168,077	\$168,402
Total Night Salary	\$117,436	\$132,307	\$163,710	\$167,637	\$167,962	\$172,791	\$173,116	\$178,090	\$178,415
Total Day W Ed	\$111,684	\$125,735	\$155,509	\$159,205	\$159,530	\$164,106	\$164,431	\$169,145	\$169,470
Total Night W Ed	\$118,198	\$133,121	\$164,717	\$168,644	\$168,969	\$173,828	\$174,153	\$179,158	\$179,483

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2015 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired 2/6/2015

	Current	2/6/2026	Upon Ratification	7/1/2023	2/6/2024	7/1/2024	2/6/2025	7/1/2025	2/6/2026
Raise	Step 8	Top Pay		2.50%	Top Pay	3.00%		3.00%	
Base	\$96,385	\$121,659	\$129,764	\$133,008	\$133,008	\$136,998	\$136,998	\$141,108	\$141,108
6 year	N/A	N/A	\$6,480	\$6,642	\$6,642	\$6,841	\$6,841	\$7,046	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Base	\$96,385	\$121,659	\$136,244	\$139,650	\$139,650	\$143,839	\$143,839	\$148,154	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$3,939	\$4,972	\$5,568	\$5,707	\$5,707	\$5,878	\$5,878	\$6,055	\$6,055
Night Diff	\$10,453	\$13,194	\$14,776	\$15,146	\$15,146	\$15,600	\$15,600	\$16,068	\$16,068
Holiday	\$4,273	\$5,393	\$6,040	\$6,191	\$6,191	\$6,377	\$6,377	\$6,568	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$762	\$814	\$1,007	\$1,007	\$1,007	\$1,037	\$1,037	\$1,068	\$1,068
Hr Rate	\$46.34	\$58.49	\$65.50	\$67.14	\$67.14	\$69.15	\$69.15	\$71.23	\$71.23
OT Rate	\$72.84	\$91.93	\$102.96	\$105.53	\$105.53	\$108.69	\$108.69	\$111.96	\$111.96
Longevity	\$2,275	\$2,600	\$2,600	\$2,600	\$2,925	\$2,925	\$3,250	\$3,250	\$3,575
Total Day Salary	\$110,922	\$138,674	\$154,502	\$158,198	\$158,523	\$163,069	\$163,394	\$168,077	\$168,402
Total Night Salary	\$117,436	\$146,897	\$163,710	\$167,637	\$167,962	\$172,791	\$173,116	\$178,090	\$178,415
Total Day W Ed	\$111,684	\$139,488	\$155,509	\$159,205	\$159,530	\$164,106	\$164,431	\$169,145	\$169,470
Total Night W Ed	\$118,198	\$147,711	\$164,717	\$168,644	\$168,969	\$173,828	\$174,153	\$179,158	\$179,483

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2015 with no prior law enforcement.

* Annual salary may vary based upon individual hire date and prior service time.

* Base pay does not include longevity or education pay.

Hired in 2014

	Currently	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise	Top Pay		2.50%	3.00%	3.00%
Base	\$ 121,659	\$ 129,764	\$ 133,008	\$ 136,998	\$ 141,108
6 year	N/A	\$ 6,480	\$ 6,642	\$ 6,841	\$ 7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$ 121,659	\$ 136,244	\$ 139,650	\$ 143,839	\$ 148,154
Body Camera	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Day Diff	\$ 4,972	\$ 5,568	\$ 5,707	\$ 5,878	\$ 6,055
Night Diff	\$ 13,194	\$ 14,776	\$ 15,146	\$ 15,600	\$ 16,068
Holiday	\$ 5,393	\$ 6,040	\$ 6,191	\$ 6,377	\$ 6,568
Uniform	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050	\$ 1,050
Education	\$ 922	\$ 982	\$ 1,007	\$ 1,037	\$ 1,068
Hr Rate	\$ 58.49	\$ 65.50	\$ 67.14	\$ 69.15	\$ 71.23
OT Rate	\$ 91.93	\$ 102.96	\$ 105.53	\$ 108.69	\$ 111.96
Longevity	\$ 2,600	\$ 2,600	\$ 2,925	\$ 3,250	\$ 3,575
Total Day Salary	\$ 138,674	\$ 154,502	\$ 158,523	\$ 163,394	\$ 168,402
Total Night Salary	\$ 146,897	\$ 163,710	\$ 167,962	\$ 173,116	\$ 178,415
Total Day W Ed	\$ 139,596	\$ 155,484	\$ 159,530	\$ 164,431	\$ 169,470
Total Night W Ed	\$ 147,819	\$ 164,692	\$ 168,969	\$ 174,153	\$ 179,483

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2014 with no prior law enforcement.

* Base pay does not include longevity or education pay.

Hired in 2013

	Currently	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$121,659	\$129,764	\$133,008	\$136,998	\$141,108
6 year	N/A	\$6,480	\$6,642	\$6,841	\$7,046
15 Year	N/A	N/A	N/A	N/A	N/A
Total Base	\$121,659	\$136,244	\$139,650	\$143,839	\$148,154
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$4,972	\$5,568	\$5,707	\$5,878	\$6,055
Night Diff	\$13,194	\$14,776	\$15,146	\$15,600	\$16,068
Holiday	\$5,393	\$6,040	\$6,191	\$6,377	\$6,568
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$922	\$982	\$1,007	\$1,037	\$1,068
Hr Rate	\$58.49	\$65.50	\$67.14	\$69.15	\$71.23
OT Rate	\$91.93	\$102.96	\$105.53	\$108.69	\$111.96
Longevity	\$2,925	\$2,925	\$3,250	\$3,575	\$3,900
Total Day Salary	\$138,999	\$154,827	\$158,848	\$163,719	\$168,727
Total Night Salary	\$147,222	\$164,035	\$168,287	\$173,441	\$178,740
Total Day W Ed	\$139,921	\$155,809	\$159,855	\$164,756	\$169,795
Total Night W Ed	\$148,144	\$165,017	\$169,294	\$174,478	\$179,808

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2013 with no prior law enforcement.

* Base pay does not include longevity or education pay.

Hired in 2008

	Currently	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$121,659	\$129,764	\$133,008	\$136,998	\$141,108
6 year	N/A	\$6,480	\$6,642	\$6,841	\$7,046
15 Year	N/A	N/A	\$3,844	\$3,959	\$4,078
Total Base	\$121,659	\$136,244	\$143,494	\$147,798	\$152,232
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$4,972	\$5,568	\$5,864	\$6,040	\$6,221
Night Diff	\$13,194	\$14,776	\$15,562	\$16,029	\$16,510
Holiday	\$5,393	\$6,040	\$6,361	\$6,552	\$6,749
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$922	\$982	\$1,007	\$1,037	\$1,068
Hr Rate	\$58.49	\$65.50	\$68.99	\$71.06	\$73.19
OT Rate	\$91.93	\$102.96	\$108.43	\$111.69	\$115.04
Longevity	\$4,550	\$4,550	\$4,875	\$5,200	\$5,525
Total Day Salary	\$140,624	\$156,452	\$164,645	\$169,640	\$174,777
Total Night Salary	\$148,847	\$165,660	\$174,343	\$179,629	\$185,066
Total Day W Ed	\$141,546	\$157,434	\$165,652	\$170,677	\$175,845
Total Night W Ed	\$149,769	\$166,642	\$175,350	\$180,666	\$186,134

* Upon ratification base number includes all prior percentage raises from 2018-Current

* 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* 15 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.

* Longevity Reflects a member hired in 2008 with no prior law enforcement.

* Base pay does not include longevity or education pay.

Hired 2007 Or Before

	Current	Upon Ratification	7/1/2023	7/1/2024	7/1/2025
Raise			2.50%	3.00%	3.00%
Base	\$121,659	\$129,764	\$133,008	\$136,998	\$141,108
6 year	N/A	\$6,480	\$6,642	\$6,841	\$7,046
15 Year	N/A	\$3,750	\$3,844	\$3,959	\$4,078
Total Base	\$121,659	\$139,994	\$143,494	\$147,798	\$152,232
Body Camera	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000
Day Diff	\$4,972	\$5,721	\$5,864	\$6,040	\$6,221
Night Diff	\$13,194	\$15,183	\$15,562	\$16,029	\$16,510
Holiday	\$5,393	\$6,206	\$6,361	\$6,552	\$6,749
Uniform	\$1,050	\$1,050	\$1,050	\$1,050	\$1,050
Education	\$922	\$982	\$1,007	\$1,037	\$1,068
Hr Rate	\$58.49	\$67.30	\$68.99	\$71.06	\$73.19
OT Rate	\$91.93	\$105.79	\$108.43	\$111.69	\$115.04
Longevity	\$4,875	\$4,875	\$5,200	\$5,525	\$5,850
Total Day Salary	\$140,949	\$160,846	\$164,970	\$169,965	\$175,102
Total Night Salary	\$149,172	\$170,308	\$174,668	\$179,954	\$185,391
Total Day W Ed	\$141,871	\$161,828	\$165,977	\$171,002	\$176,170
Total Night W Ed	\$150,094	\$171,290	\$175,675	\$180,991	\$186,459

- * Upon ratification base number includes all prior percentage raises from 2018-Current
- * 6 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.
- * 15 Year Stipend is effective as of 9-1-22 and will be paid at a prorated basis.
- * Longevity Reflects a member hired in 2007 with no prior law enforcement.
- * Base pay does not include longevity or education pay.

SETTLEMENT AGREEMENT
OUTSTANDING GRIEVANCES FROM 2017 THROUGH 2022

STIPULATION OF SETTLEMENT and MEMORANDUM OF AGREEMENT ("SETTLEMENT 2017-2022 AGREEMENT") made this 20th day of December 2022, by and between the COUNTY OF NASSAU, a municipal corporation in the State of New York, having its principal place of business at 1550 Franklin Avenue, Mineola, New York (hereinafter "COUNTY") for and on behalf of the NASSAU COUNTY POLICE DEPARTMENT (hereinafter "DEPARTMENT"), having its principal place of business at 1490 Franklin Avenue, Mineola, New York, and the POLICE BENEVOLENT ASSOCIATION, POLICE DEPARTMENT, COUNTY OF NASSAU, INC., an employee organization having its principal place of business at 89 East Jericho Turnpike, Mineola, New York (hereinafter "PBA").

WITNESSETH:

WHEREAS, County of Nassau ("COUNTY") is a public employer as defined in the New York State Civil Service Law and the Police Benevolent Association of the Police Department of the County of Nassau, Inc. ("PBA") is an employee organization as defined in said law; and

WHEREAS, the COUNTY and PBA are signatories to a collective bargaining agreement ("CBA" or "Contract") which sets forth, inter alia, the rights and liabilities of the parties governing the terms and conditions under which certain County employees who are PBA members ("members" or "employees") shall work and perform their duties and be compensated for same; and

WHEREAS, the PBA filed various Step 3 Grievances and submitted same to Step 4 for binding arbitration pursuant to section 5.2-4 and 5.1 respectively of the parties CBA alleging the DEPARTMENT failed to follow, and violated, members rights as established in the CBA as listed in paragraph 1 of this Agreement and more fully described in the corresponding appendices attached hereto and made part hereof; and

WHEREAS, the DEPARTMENT denied said allegations as stated in the corresponding appendices; and

WHEREAS, the parties wish to resolve their disputes over the alleged violations of the CBA in an amicable manner, without the uncertainties, costs and risks of litigation.

NOW THEREFORE, it is hereby stipulated and agreed to by and between the parties as follows:

1. The PBA submitted the following grievances to Step 3 and Step 4 of the parties CBA:
 - a. 7th Precinct Peter King Protest Detail, dated March 1, 2017 (Appendix A);
 - b. 7th Precinct Peter King (Residence) Grievance, dated May 1, 2017 (Appendix B);

SETTLEMENT AGREEMENT
OUTSTANDING GRIEVANCES FROM 2017 THROUGH 2022

- c. K-9 OT Recall, dated March 2, 2017 (Appendix C);
- d. COPE Chart, dated May 25, 2017 (Appendix D);
- e. Long Island Marathon, dated June 2, 2017 and May 9, 2022 (Appendix E);
- f. BSO Call Out, dated July 10, 2018 (Appendix F);
- g. ESU, K-9, and Aviation, dated August 24, 2018 (Appendix G);
- h. Violation of Vacation Calculation Procedures, dated October 10, 2018, (Appendix H);
- i. Outside Employment, dated August 7, 2019, (Appendix I);
- j. Chief Pilot, dated August 23, 2019, (Appendix J);
- k. Legal Bureau Special Assignment Pay, dated September 16, 2019, (Appendix K);
- l. Overtime Book Violations (COPE), dated May 11, 2020 (Appendix L);
- m. BSO and CIRRT (Not Performing Plain-Clothes Duties), dated August 19, 2020, (Appendix M) and PERB Action U34611 on the same subject matter;
- n. Security at Police Headquarters being performed by Non-Unit Members, dated September 4, 2020, (Appendix N);
- o. Minimum Manning Violation – Freedom Rally, dated November 13, 2020, (Appendix O);
- p. Aviation Building Fire-Watch Detail Violations, dated June 2, 2022 (Appendix P);
- q. Crossings Grievance, dated January 16, 2018, (Appendix Q), pending before Arbitrator Gayle Gavin (September 25, 2019);
- r. Grants Overtime Book Violations and related Grievances (Appendix R), is settled in a separate Memorandum of Agreement executed concomitantly with this Settlement Agreement;
- s. Shift Differential Grievance, dated March 19, 2018, (Appendix S) settled in a separate Memorandum of Agreement executed concomitantly with this Settlement Agreement;
- t. Medical Review & Administrative Hearings, dated May 14, 2018, (Appendix T);
- u. Violation of Drug Testing Procedures, dated January 10, 2019, (Appendix U);
- v. Failure to Comply with Drug Testing for Police Officers and Failure to follow Disciplinary Procedures, dated January 25, 2019, (Appendix V);
- w. PERB Action U37368, IAU Interview, dated February 5, 2020 [January 30, 2020], (Appendix W);
- x. Shift Differential/Termination Pay, dated March 4, 2020, (Appendix X);
- y. Failure to Provide Termination/Separation Pay, dated May 11, 2020, (Appendix Y);
- z. Elimination of Paper Pay Stubs, dated May 26, 2020 (Appendix Z);
- aa. Medical Review/Vacation Time, dated July 13, 2020, (Appendix AA);
- bb. Medical Review/Time Limitations, dated November 10, 2020 (Appendix AB);
- cc. Overtime Book Violation Non-Unit Members Work – Mounted unit, dated September 23, 2022, (Appendix AC).

SETTLEMENT AGREEMENT
OUTSTANDING GRIEVANCES FROM 2017 THROUGH 2022

2. COUNTY agrees not to assign a post car status 1 to a fixed detail location on said post such as the Peter King Residence detail (grievance reference paragraph 1b) wherein it was alleged the post car was assigned to the Peter King Residence for the whole tour status 1 for multiple days and weeks at a time. DEPARTMENT agrees not to utilize a post car for such an assignment unless an unanticipated urgent need arises in which case it may so assign for no more than two consecutive tours (the tour the status 1 assignment starts and the next following tour). This paragraph shall not affect DEPARTMENT'S ability to assign post cars to Intensify Patrols and/or Directed Patrol Assignments (DPAs; Status 3 Assignments). PBA withdraws the grievance referenced in paragraph 1b, with prejudice.
3. COUNTY confirms and PBA agrees that members assigned to the COPE Unit shall work Duty Chart 20A unless the member is in an administrative position and then the member may be assigned to Chart 13 or 14 at the discretion of the Commanding Officer (grievance reference paragraph 1d). PBA withdraws the grievance referenced in paragraph 1d, with prejudice.
4. COUNTY agrees not to utilize Directed Patrol Assignments on any tour a precinct is transporting vehicles from the command to a detail site such as the Long Island Marathon (grievance reference paragraph 1e). PBA withdraws the grievance referenced in paragraph 1e, with prejudice.
5. COUNTY reaffirms that the Bureau of Special Operations' supervisory and administrative officers will continue to utilize the Off Hours Call Out Memorandum, dated January 21, 1998, as a general guideline in determining the necessary personnel to be called out in a tactical situation and the supervisor shall make every effort to decide within one hour of being notified of the tactical situation. (grievance reference paragraph 1f). COUNTY reaffirms paragraph 4 of the August 2011 Agreement on the subject matter. PBA withdraws the grievance referenced in paragraph 1f, with prejudice.
6. PBA withdraws the grievance referenced in paragraph 1c, with prejudice.
7. PBA withdraws the grievances 1g, without prejudice.
8. COUNTY and PBA agree that paragraph 1 in the MOA, dated September 19, 2005, with regard to police academy recruits' effect on vacation calculation procedure shall be replaced as follows: (grievance reference paragraph 1h):
 - a. 1. Effective for the 2024 vacation selection process that will commence in October 2023, in the event there are a total number of 100 or more Nassau County police recruits ("recruits") hired from January 1 through October 1 of any calendar year the total number of recruits for the above time period shall be divided evenly amongst the eight precincts and added to the total

SETTLEMENT AGREEMENT
OUTSTANDING GRIEVANCES FROM 2017 THROUGH 2022

- number of police officers in each precinct as of October 1st of that calendar year only for purposes of calculating the number of vacation selection spots in accordance with paragraph 5a of the MOA and Stipulation of Settlement, dated March 15, 2014. In no event shall recruits be double counted for the purposes of calculating vacation selection spots. For instance, a recruit class hired on January 15 and assigned to precincts by October would only be counted once in the procedure for calculating vacation selection spots for the precincts.
- b. The amended paragraph 1 to the MOA, dated September 19, 2005, as stated in paragraph 8a above supersedes and in its totality replaces the September 19, 2005 MOA as there is no 9% rule or rounding rule in that it was replaced with a chart by the March 15, 2014 MOA.
 - c. PBA confirms that there is no violation of the vacation calculation procedure relating to the effect of police academy recruits on the 2023 vacation selection process, which began in October 2022.
 - d. PBA withdraws the grievance referenced in paragraph 1h, with prejudice.
9. COUNTY and PBA reaffirm section 9.23 of the CBA and section 24 of the August 29, 1997 Arbitration Award with regard to outside employment in that employees are prohibited from engaging in outside employment in the Law Enforcement field without the prior written approval of the Commissioner of Police. Employees are permitted to engage in any other lawful employment (including security work) but shall notify the Commissioner upon beginning such employment in accordance with Department Procedure, ADM 2365. (grievance reference paragraph 1i). PBA withdraws the grievance referenced in paragraph 1i, with prejudice.
10. PBA withdraws the grievance referenced in paragraph 1j, with prejudice.
11. The COUNTY and PBA are unable to come to terms with an agreed upon resolution to the grievance referenced in paragraph 1k. The Parties will proceed to Arbitration on this matter.
12. PBA withdraws the grievance referenced in paragraph 1l, with prejudice.
13. PBA acknowledges that COUNTY has the discretion to determine which units are assigned to plainclothes. The COUNTY agrees the DEPARTMENT will meet and discuss with the PBA assigning the units subject to the grievances listed in 1m to plainclothes duties. The PBA withdraws the grievance listed in 1m and PERB Case No. U37611 on the subject matter, with prejudice.
14. PBA withdraws the grievance referenced in paragraph 1n, without prejudice.
15. PBA withdraws the grievances referenced in paragraphs 1a and 1o, with prejudice. The COUNTY acknowledges that should the Department be required to provide police services in the future for an event such as described in these

SETTLEMENT AGREEMENT
OUTSTANDING GRIEVANCES FROM 2017 THROUGH 2022

grievances, or similar events, it will consider including, but not limited to, current intelligence about the event and prior history of these events (including but not limited to the size of the crowd, location, calls for service, the time of the event, intel reports, staffing requests, etc..) in its assignment of police personnel, and the time such assignment will begin. The county further acknowledges that while the PBA is not seeking a monetary remedy, as set forth in the March 8, 2004, Interest Arbitration Award regarding violations of minimum staffing, in connection with the above referenced grievances, it does not waive its right to do so in any future minimum manning staffing grievance should a minimum staffing violation occur.

16. The COUNTY and PBA are unable to come to terms with an agreed upon resolution to the grievance referenced in paragraph 1p. The Parties will proceed to Arbitration on this matter.
17. PBA withdraws the grievance referenced in paragraph 1q, with prejudice. The COUNTY and PBA agree that each precinct may assign up to six post car operators to school crossings (Monday through Friday) on the morning school crossing and six post car operators to the afternoon school crossings and not violate contractual minimum staffing rules. Any additional open school crossings assignments beyond the six post car operators for the morning or afternoon school crossings shall not be assigned from a minimum staffing position, except in an emergency when the DEPARTMENT is not able to timely fill the position; for example, when a crossing guard calls in sick after 0700 hours on the morning of a school crossing, or when a school crossing is not staffed at the time of the school crossing because a crossing guard did not show up for work. This list is not an exhaustive list but only some examples. COUNTY agrees not to utilize the Precinct Clerk or Precinct Time Officer to staff school crossings, except that the Commanding Officer shall have discretion to utilize the aforementioned officers in cases of emergency. Crossing Overtime for police officers assigned to school crossings on overtime shall not count towards the Overtime Book.
18. The grievances referenced in paragraph 1t, 1u, 1v, and the PERB Action U37368 referenced in 1w, shall be held in abeyance while the civil action, case 2:19-cv-02236-JML-ARL, remains pending.
19. The COUNTY and PBA are unable to come to terms with an agreed upon resolution to the grievance referenced in paragraph 1x. The Parties will proceed to Arbitration on this matter.
20. PBA withdraws the grievance referenced in paragraph 1y, with prejudice as it relates to PO serial number 8654 as it has been resolved, but the grievance related to the second remaining PO in the grievance will be held in abeyance while the civil action, case 2:19-cv-02236-JML-ARL, remains pending.
21. PBA withdraws the grievance referenced in paragraph 1z, with prejudice.

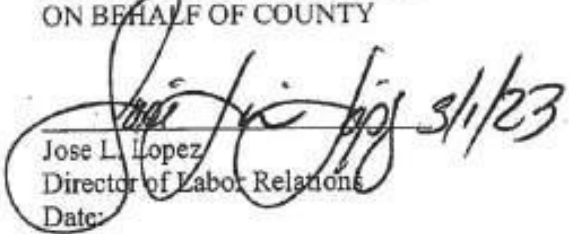
SETTLEMENT AGREEMENT
OUTSTANDING GRIEVANCES FROM 2017 THROUGH 2022

22. The grievance referenced in paragraph 1aa shall be held in abeyance for 30 days after the signing of this agreement in order for the PBA to gather further details on this matter. If the Parties are unable to resolve the matter within 30 days, then the Parties shall proceed to Arbitration. The Parties may agree to extend the abeyance period.
23. The grievance referenced in paragraph 1bb shall be held in abeyance for 30 days after the signing of this agreement in order for the PBA to gather further details on this matter. If the Parties are unable to resolve the matter within 30 days, then the Parties shall proceed to Arbitration. The Parties may agree to extend the abeyance period.
24. COUNTY and PBA agree that in resolution of the grievance referenced in paragraph 1cc, the next PO in the OT book for August 23, 2022, in Mounted Unit (MU) shall receive six (6) hours of overtime. The police officer shall prepare form PDCN form 207, with the reason as "in satisfaction of PBA Grievance 3-2022." Said six (6) hours shall not be added to the police officer's total overtime hours for the year. The Parties agree that the resolution of this grievance shall not constitute a precedent for the determination of any other dispute between the parties, including disputes in MU, and is limited to the unique and particular facts of this case. This paragraph shall not be offered or entered into evidence for any purpose in any administrative, judicial or other proceeding except for the purpose of enforcing the terms set forth herein. PBA withdraws the grievance referenced in paragraph 1cc, with prejudice.
25. PBA confirms that as of the date of the signing of this Agreement there are no outstanding grievances or PERB Actions as paragraph 1 is a comprehensive list of all outstanding PBA grievances and PERB Actions with the COUNTY/DEPARTMENT. Any past outstanding grievances or PERB Actions not listed in paragraph 1 of this Agreement shall be deemed null and void; except as to new grievances or PERB Actions that have not exceeded the specified time periods to initiate a grievance or PERB Action pursuant to the CBA or law.
26. Even though it enters into this Settlement Agreement, the COUNTY continues to maintain that the DEPARTMENT'S actions do not violate the CBA and that the COUNTY would prevail should the grievances as listed in paragraph 1 be heard by and decided by an arbitrator. For its part, the PBA maintains that their grievances are meritorious and that they would prevail should the grievances be tried before an arbitrator.
27. The execution of this Settlement Agreement shall not constitute the admission of a violation of the parties' CBA or of any federal, state or local statutes, laws, rules or regulations, nor shall it constitute an admission of guilt or wrongdoing of any kind by any party.

SETTLEMENT AGREEMENT
OUTSTANDING GRIEVANCES FROM 2017 THROUGH 2022

28. This Stipulation represents the full, final, and complete understanding concerning these matters and supersedes all prior agreements, written or oral, if any, between the parties concerning this matter. No representations other than those set forth have been made. This Stipulation may not be modified except by a written agreement of the parties. No party shall be deemed the maker of this document.
29. This Settlement Agreement is subject to, and shall not become effective until, ratification by the PBA and COUNTY Legislature, if necessary.

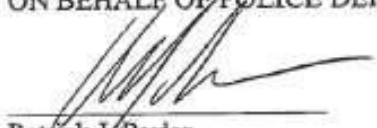
AGREED TO AND ACCEPTED
ON BEHALF OF COUNTY


Jose L. Lopez
Director of Labor Relations
Date: 3/1/23

AGREED TO AND ACCEPTED
ON BEHALF OF PBA


Thomas J. Shevlin
President
Date: 2/28/23

AGREED TO AND ACCEPTED
ON BEHALF OF POLICE DEPARTMENT


Patrick J. Ryder
Police Commissioner
Date: 03/01/23

SETTLEMENT AGREEMENT
GRANTS OVERTIME BOOK VIOLATION GRIEVANCES

STIPULATION OF SETTLEMENT and MEMORANDUM OF AGREEMENT ("GRANT AGREEMENT") made this 30th day of December 2022, by and between the COUNTY OF NASSAU, a municipal corporation in the State of New York, having its principal place of business at 1550 Franklin Avenue, Mineola, New York (hereinafter "COUNTY") for and on behalf of the NASSAU COUNTY POLICE DEPARTMENT (hereinafter "DEPARTMENT"), having its principal place of business at 1490 Franklin Avenue, Mineola, New York, and the POLICE BENEVOLENT ASSOCIATION, POLICE DEPARTMENT, COUNTY OF NASSAU, INC., an employee organization having its principal place of business at 89 East Jericho Turnpike, Mineola, New York (hereinafter "PBA").

WITNESSETH:

WHEREAS, County of Nassau ("COUNTY") is a public employer as defined in the New York State Civil Service Law and the Police Benevolent Association of the Police Department of the County of Nassau, Inc. ("PBA") is an employee organization as defined in said law; and

WHEREAS, the COUNTY and PBA are signatories to a collective bargaining agreement (hereinafter "CBA") which sets forth, inter alia, the rights and liabilities of the parties governing the terms and conditions under which certain County employees who are PBA members ("members" or "employees") shall work and perform their duties and be compensated for same; and

WHEREAS, the PBA filed a Step 3 Grievance (Appendix A-1), dated October 10, 2018, entitled "Grants Overtime Book Violations" pursuant to section 5.2-4 of the parties CBA alleging the DEPARTMENT failed to follow, and violated, agreed upon Overtime Book procedures in accordance with Memorandum of Agreement (Appendix B), dated October 27, 2004, Memorandum of Agreement (Appendix C), dated December 22, 2005, and Stipulation of Settlement and Memorandum of Agreement (Appendix D), dated January 13, 2015, in its assignment of work pursuant to an Aggressive Driving Grant and a JAG Grant to members of the PBA; and

WHEREAS, the DEPARTMENT denied said allegations in a letter to the PBA (Appendix E), dated October 15, 2018, based upon a memorandum (Appendix F), dated July 15, 1999, between the DEPARTMENT and PBA; and

WHEREAS, the PBA submitted said grievance to Step 4 (Appendix A-2), binding arbitration, by letter dated October 24, 2018; and

WHEREAS, Arbitration Hearings were held on September 9, 2019, October 7, 2019 and November 8, 2019 before Arbitrator Howard C. Edelman, Esq., and an Award (hereinafter "Arbitration Award") was issued on February 11, 2020 (Appendix G); and

**SETTLEMENT AGREEMENT
GRANTS OVERTIME BOOK VIOLATION GRIEVANCES**

WHEREAS, COUNTY moved to vacate said Arbitration Award pursuant to Article 75 of the New York State Civil Practice Law and Rules in the Supreme Court of New York, Nassau County, and the matter is pending in the Appellate Division, Second Judicial Department, under Index No. 605634/2020; and

WHEREAS, the PBA has filed similar Step 3 grievances, as listed in paragraph 7, relating to the use of "Grant Overtime" as defined below in paragraph 4, which PBA alleges are in violation of Overtime Book procedures as detailed in those grievances which are annexed hereto and made part hereof as Appendices H through L; and

WHEREAS, the parties wish to resolve their disputes over the alleged overtime book procedures as it relates to grant funding in an amicable manner, without the uncertainties, costs and risks of litigation.

NOW THEREFORE, it is hereby stipulated and agreed to by and between the parties as follows:

1. COUNTY and PBA reaffirm the July 15, 1999 memorandum (Appendix F), the October 27, 2004 MOA (Appendix B), the December 22, 2005 MOA (Appendix C) and the January 13, 2015 Stipulation of Settlement and MOA (Appendix D).
2. COUNTY and PBA both agree that this Agreement is in accordance with and furtherance of the Arbitration Award.
3. COUNTY continues to reserve its rights pursuant to section 3.0 of the CBA to determine the methods, means and personnel by which governmental operations are to be conducted.
4. COUNTY and PBA acknowledge that Grant Overtime is defined as overtime paid from sources other than County overtime, including, but not limited to, Federal, State or other governmental/forfeiture or private funding that generally requires performance-based results. Examples of Grant Overtime include, but are not limited to, Seatbelt Enforcement, Aggressive Driving Enforcement, DWI Enforcement, Project 21, Anticrime Enforcement, and Movie Shoots. Grant Overtime is a separate category that is separate and apart from "special assignment" as categorized in paragraph 1c of the July 15, 1999 memorandum (Appendix F) although the categories may overlap. While special assignments are generally not assigned through grants, they could be (i.e., the overlap). Overlap assignments shall be considered in the "special assignment" category.
5. **GRANT OVERTIME SELECTION PROCESS**
 - a. COUNTY and PBA acknowledge and agree that a rational basis is required in the selection of a police officer to work "Grant Overtime" and the selection may not be arbitrary or capricious.

SETTLEMENT AGREEMENT
GRANTS OVERTIME BOOK VIOLATION GRIEVANCES

- b. COUNTY and PBA agree that the selection of police officers for assignments funded by grants will be based upon the police officers' training, experience, job performance and proficiency relating to the subject matter of the grant assignment/initiative and this reasoning is a rational basis for the selection of police officers for grant assignments.
- c. Following is a list of examples with regard to paragraph 5(b). This list is not an exhaustive list but only some examples. Police officers assigned to a seatbelt enforcement initiative funded by a grant who have demonstrated a strong ability in enforcing the provisions of the New York State Vehicle and Traffic Law regarding the use of seatbelts is a rational basis for said assignment. Police officers assigned to a Driving While Intoxicated enforcement initiative funded by a grant who have demonstrated a strong ability in enforcing the provisions of the New York State Vehicle and Traffic Law regarding Driving While Intoxicated is a rational basis for said assignment. Police officers assigned to an aggressive driving enforcement initiative funded by a grant who have demonstrated a strong ability in enforcing the provisions of the New York State Vehicle and Traffic Law regarding aggressive driving is a rational basis for said assignment. Police officers assigned to an anti-crime initiative funded by a grant who have demonstrated a strong ability to conduct field interviews and make arrests is a rational basis for said assignment.
- d. COUNTY and PBA acknowledge that there is no quota requirement in compliance with section 215-a of the New York State Labor Law.
- e. COUNTY may utilize past job performance by a police officer in prior assignments and/or initiatives funded by a grant to determine whether the police officer is eligible for a subsequent grant assignment, but COUNTY will not utilize the activity from prior grant assignments in conjunction with the police officer's overall job performance so as not to give that police officer a heightened ability based strictly upon prior grant assignments.
- f. Precinct Commanding Officers shall post grant assignments with seven days' notice when practicable for interested officers to sign up to be considered for said grant details within the precinct. Commanding Officers shall review the list of officers who sign up to be considered for the detail and create a list of the police officers eligible to work said grant assignment based upon a rational basis as described above. Commanding Officers shall continue to have the sole discretion as who to select for this list, but shall share said list with the PBA Trustee for the command upon his/her request. A new posting for grant specific assignments shall be issued each time there is a grant specific initiative in a precinct. The Commanding Officer shall distribute overtime among police officers

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GRANTS OVERTIME BOOK VIOLATION GRIEVANCES

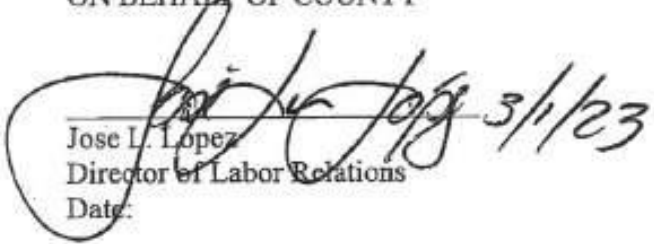
selected for the grant on a rotating basis consistent with the overtime distribution rules for the overtime book.

- g. COUNTY shall consider precinct personnel first for VTL enforcement grants of a specific dedicated location for an extended time period within a particular precinct as was the subject matter of the grievance in paragraph 8(e) wherein a single BSO officer was assigned to VTL enforcement in the Incorporated Village of East Hills.
- 6. COUNTY shall withdraw its appeal with the Appellate Division under Index Number 605634/2020 within 30 days of the effective date of this Agreement.
- 7. The PBA shall withdraw the following grievances, with prejudice:
 - a. 3rd Precinct OT Book Violations, dated March 1, 2017 (Appendix H);
 - b. 6th Precinct - Movie Shoot Detail Violations, dated March 2, 2017 (Appendix I);
 - c. Construction Grant OT, dated February 22, 2019 (Appendix J);
 - d. Grant Overtime Book Violations, dated November 6, 2020 (Appendix K);
 - e. Sixth Precinct Overtime Book Violation (BSO), dated March 10, 2021 (Appendix L).
- 8. Even though it enters into this Settlement Agreement, the COUNTY continues to maintain that the DEPARTMENT'S actions do not violate the CBA and that the COUNTY would prevail if the Arbitration Award was reviewed by the Supreme Court, Appellate Division, and the COUNTY would prevail should the grievances as listed in the prior paragraph be heard by and decided by an arbitrator. For its part, the PBA maintains that their grievances are meritorious and that they would prevail should the grievances be tried before an arbitrator.
- 9. The execution of this Settlement Agreement shall not constitute the admission of a violation of the parties' CBA or of any federal, state or local statutes, laws, rules or regulations, nor shall it constitute an admission of guilt or wrongdoing of any kind by any party.
- 10. This Stipulation represents the full, final, and complete understanding concerning this matter and supersedes all prior agreements, written or oral, if any, between the parties concerning these grievances. No representations other than those set forth have been made. This Stipulation may not be modified except by a written agreement of the parties. No party shall be deemed the maker of this document.
- 11. This Settlement Agreement is subject to, and shall not become effective until,

SETTLEMENT AGREEMENT
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ratification by the PBA and COUNTY Legislature, if necessary.

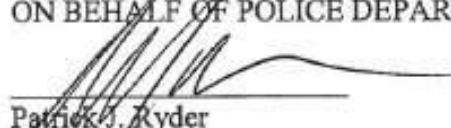
AGREED TO AND ACCEPTED
ON BEHALF OF COUNTY


Jose L. Lopez
Director of Labor Relations
Date: 3/1/23

AGREED TO AND ACCEPTED
ON BEHALF OF PBA


Thomas J. Shevlin
President
Date: 2/28/23

AGREED TO AND ACCEPTED
ON BEHALF OF POLICE DEPARTMENT


Patrick J. Ryder
Police Commissioner
Date: 03/01/23

STIPULATION OF SETTLEMENT
SHIFT DIFFERENTIAL

STIPULATION OF SETTLEMENT and MEMORANDUM OF AGREEMENT ("SHIFT DIFFERENTIAL AGREEMENT") made this 20th day of December 2022, by and between the COUNTY OF NASSAU, a municipal corporation in the State of New York, having its principal place of business at 1550 Franklin Avenue, Mineola, New York (hereinafter "COUNTY") for an on behalf of the NASSAU COUNTY POLICE DEPARTMENT (hereinafter "DEPARTMENT"), having its principal place of business at 1490 Franklin Avenue, Mineola, New York, and the POLICE BENEVOLENT ASSOCIATION, POLICE DEPARTMENT, COUNTY OF NASSAU, INC., having its principal place of business at 89 East Jericho Turnpike, Mineola, New York (hereinafter "PBA").

WITNESSETH:

WHEREAS, the COUNTY is a public employer as defined in the New York State Civil Service Law and the PBA is an employee organization as defined in said law; and

WHEREAS, the COUNTY and PBA are signatories to Collective Bargaining Agreements, Memorandum of Agreement(s)/Understanding(s), Arbitration Awards (collectively herein after "CBA"); and

WHEREAS, the CBA section 9.17 requires the payment of Shift Differential to certain employees at two different rates as either "Premium (12%)" or "Regular (10%)" for shifts worked by employees during certain hours of the day and the calculation of that shift differential is broken down into "baseline shift differential units" for each pay period depending on how many shift differential-qualifying hours are worked by the employee; and

WHEREAS, the COUNTY through the DEPARTMENT conducted an audit during the months of December 2017 and January 2018 regarding the payment of baseline shift differential to members of the Department; and

WHEREAS, during the audit the DEPARTMENT discovered that numerous baseline shift differential payments were miscalculated according to the DEPARTMENT'S interpretation of the respective CBA's. Some examples are as follows: Administrative personnel receiving 69 premium baseline shift differential units when they should have received 36 regular shift differential units, Bureau of Special Operations ("BSO") officers receiving 50 premium baseline shift differential units when they should have received 43 premium baseline shift differential units, Problem Oriented Police Officers ("POP") on average received 24 premium units when they should have received 40 regular units, and School Resource Officers ("SROs") received 24 premium units when they should have received 17 premium units or in the alternative 40 regular units similar to POP; and

WHEREAS, the DEPARTMENT believes the miscalculations of the baseline shift differential for BSO was due to the failure to account for rotating tours across pay

STIPULATION OF SETTLEMENT SHIFT DIFFERENTIAL

cycles by members of the DEPARTMENT. In BSO the officers work chart 20 which is comprised of one week of days (0730 hours to 1730 hours) and one week of nights (1530 hours to 0130 hours) during a pay period. During the day tour, they work two and a half hours each day within the shift differential compensation period (1530 hours to 0800 hours) and on their night tour they work all ten hours of their tour during the shift differential pay period. The BSO officers work four-day work weeks resulting in ten hours of shift differential for the day tours and forty hours of shift differential for the night tours adding up to 50 units for the baseline per pay period. Although this calculation is simple, it does not account for the fact that the BSO officers work four days on and four days off and as a result, during some pay periods the officers will not work the full complement of shift differential hours. The DEPARTMENT reviewed the actual number of days the BSO officers will work in 2018 as per chart 20, added up all the hours requiring shift differential for the year, and then divided by 26 pay periods to determine the BSO officers' baseline shift differential was actually 43 units not 50 units; and

WHEREAS, police officers assigned to POP and SRO were for the most part receiving the 24 premium baseline units apparently based upon the fact that they work ten-hour days as opposed to twelve-hour days. Therefore, two baseline shift differential units were deducted from the normal 26 premium units a day tour chart orange officer would receive as the POP and SRO officer works 0800 to 1800 and 0700 to 1700 respectively with the two less hours worked during the shift differential compensatory time each day. Again, a simple, logical calculation, but incorrect. Furthermore, the POP officers have a specific MOA that applies to them and requires that they be credited with 40 regular units as a baseline shift differential. Although the MOA is silent as to the SRO, the Department applied the POP MOA of 40 regular units to the SRO, as they work similar hours/job duties, instead of reducing them to 17 premium units, which is the calculation based upon the actual number of tours they work during the year with the number of hours entitled to shift differential each day divided by 26 pay periods; and

WHEREAS, after the audits were completed determining which units and members were not receiving the appropriate shift differential, the DEPARTMENT subsequently adjusted the shift differential to various members of the PBA reducing baseline shift differential for some members and increasing it for others as documented in Appendix A, annexed hereto and made part hereof, based upon the applicable CBAs; and

WHEREAS, the COUNTY issued an e-mail, dated January 24, 2018, to Patrol Commanding Officers to adjust baseline shift differential in accordance with the contract provisions to be effective on the pay period beginning February 2, 2018; and

WHEREAS, the PBA filed a step 3 grievance on March 19, 2018 and a step 4 on March 30, 2018 for binding arbitration of these issues, alleging the COUNTY has violated the parties' CBA regarding the payment of baseline shift differential to their members (Appendix B); and

STIPULATION OF SETTLEMENT SHIFT DIFFERENTIAL

WHEREAS, the COUNTY believes that the shift differential issues are governed by the hours worked during the shift differential compensable time periods unless there is an agreement otherwise such as the POP officers and administrative charts; and

WHEREAS, the PBA contends that shift differential is governed by the chart the officer is assigned to work; for instance, if a plain clothes officer in a precinct is assigned to work a ten-hour tour it is part of Chart Orange, which is a night tour receiving 69 premium despite the fact the officer may be assigned a ten hour tour during the day from 1200 hours to 2200 hours that change in tour is for the benefit of the command and the member should still receive the full 69 premium unless there is an agreement otherwise such as the POP officers; and

WHEREAS, the DEPARTMENT and PBA entered into a letter agreement on January 30, 2020, at paragraph 3, to restore BSO members to 50P units of shift differential and received retroactive pay for same from the date of the change from 50P to 43P while the parties continued to negotiate the issue of shift differential; and

WHEREAS, the miscalculations in baseline shift differential had been ongoing for significant periods of time in many units throughout the DEPARTMENT; and

WHEREAS, the parties wish to resolve these grievances amicably and without the uncertainties, costs and risks of litigation; and

NOW THEREFORE, it is hereby stipulated and agreed to by and between the respective parties as follows:

1. COUNTY and PBA agree that beginning on January 1, 2023 shift differential baselines shall be calculated as follows:
 - a. For Chart Orange and derivatives thereof, the following formula shall be used: The number of days the employee works in a particular chart for the year shall be counted. The number of days worked is multiplied by the number of hours falling within the shift differential hours (1530 through 0800) for those days and then dividing by 26 pay periods to determine the shift differential baseline for the year. For day tour Chart Orange, this calculation comes out to 26 premium and for night tour chart orange, this calculation comes out to 69 premium. The Charts and shift differential baselines are as follows:
 - i. Chart Orange = 26P Day; 69P Night;
 - ii. Chart 20A CIRRT & COPE = 52P;
 - iii. Aviation 43P (rotate 0600 to 1600 & 1600 to 0200);
 1. Days Steady (3 sets/month) = 30P;
 2. Nights Steady (3sets/month) = 56P;
 - iv. Court Liaison 17P;
 - v. K-9 = 65P;
 - vi. Precinct Special Patrols/Mall Details, etc. (based upon Chart Orange) assigned to a steady tour for the year for these hours

STIPULATION OF SETTLEMENT SHIFT DIFFERENTIAL

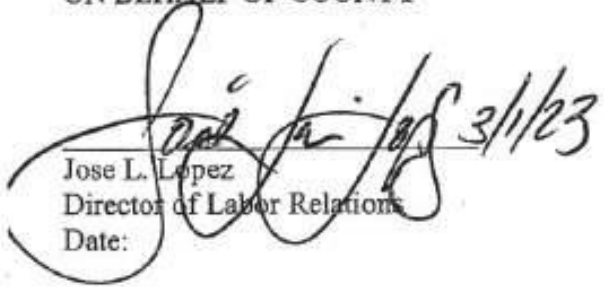
(different steady tour hours then indicated below would be calculated using the formula above; below are examples):

1. 1000 to 2000 = 31P;
 2. 1200 to 2200 = 45P;
 3. 1300 to 2300 = 52P;
 4. 1400 to 2400 = 59P;
- vii. Mounted Unit
1. Ten Hour Chart 33P;
 2. Mounted Unit Twelve Hour Chart 37P;
- b. Chart 20 BSO = 50P as per this MOA;
- c. Police Academy = 50P effective beginning first pay period in January 2023 as per this MOA; MOA, dated July 2, 2008, establishing a different shift differential for Police Academy is null and void. No retroactive pay. This provision does not apply to recruits.
- d. Marine Bureau Chart
- i. Days and Nights all year = 52P;
 - ii. No night from Nov 1 to March 31 = 42P;
 - iii. Days only = 28P.
- e. Pistols Chart 12A - 27P;
- f. POP 40P as per 1995 MOA and amended as per this MOA from 40R to 40P;
- g. SRO 40P; parties concur 1995 MOA applies;
- h. Administrative Nine Hour Charts (13&14) wherein the employee alternates work weeks of 0800 to 1700 and 1030 to 1930, then the employee falls under the old shift differential rules where at least half of the tour must be between 1500 and 0700 (CBA 9.17). If the tour meets this requirement, then the member is entitled to shift differential for the entire tour resulting in 36 regular units in a pay period.
2. COUNTY agrees to reimburse members (including retired members) who were assigned to the following units during the time period from February 2, 2018 through the last pay period ending in February 2023 for the period of time the member worked in the unit as follows:
- a. Chart 20A CIRRT & COPE 17P (69-52) units per pay period;
 - b. Precinct Special Patrols/Mall Details, etc. based upon their steady tour assigned as an example 10P (69-59), 17P (69-52), etc., units per pay period.
 - c. Aviation 7P (50-43) units per pay period.
 - d. K-9 4P (69-65) units per pay period.
 - e. SRO difference between 40P and 40R per pay period until such time as they are adjusted to 40P.
3. The PBA agrees to withdraw their grievance, dated March 30, 2018, on the subject matter with prejudice.

STIPULATION OF SETTLEMENT
SHIFT DIFFERENTIAL

4. Even though it enters into this Settlement Agreement, the COUNTY continues to maintain that the DEPARTMENT'S actions did not violate the CBA and that the COUNTY would prevail should the grievance be tried before an arbitrator. For its part, the PBA maintains that their grievance is meritorious and that they would prevail should the grievance be tried before an arbitrator.
5. The execution of this Settlement Agreement shall not constitute the admission of a violation of the parties' CBA or of any federal, state or local statutes, laws, rules or regulations, nor shall it constitute an admission of guilt or wrongdoing of any kind by any party.
6. This Stipulation shall not be offered or entered into evidence for any purpose in any administrative, judicial or other proceeding except for the purpose of enforcing the terms set forth herein.
7. This Stipulation represents the full, final, and complete understanding concerning this matter and supersedes all prior agreements, written or oral, if any, between the parties concerning this matter. No representations other than those set forth have been made. This Stipulation may not be modified except by a written agreement of the parties. No party shall be deemed the maker of this document.
8. This Settlement Agreement is subject to, and shall not become effective until, ratification by the PBA and COUNTY Legislature, if necessary.

AGREED TO AND ACCEPTED
ON BEHALF OF COUNTY


Jose L. Lopez
Director of Labor Relations
Date: 3/1/23

AGREED TO AND ACCEPTED
ON BEHALF OF PBA


Thomas J. Shevlin
President
Date: 2/28/23

AGREED TO AND ACCEPTED
ON BEHALF OF NCPD


Patrick J. Rydler
Commissioner of Police
Date: 03/01/23