

**X208 40 hour
Law Enforcement Non-Standard
10% over base adjustment**

**2007-2009
Collective Bargaining
Agreement**

Effective: January 02, 2009

	GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
1	ANNUAL	21,873.28	22,445.28	23,063.04	23,726.56	24,412.96	25,145.12	25,831.52	26,517.92
	BI-WEEKLY	841.28	863.28	887.04	912.56	938.96	967.12	993.52	1,019.92
	HOURLY	10.516	10.791	11.088	11.407	11.737	12.089	12.419	12.749
2	ANNUAL	22,445.28	23,063.04	23,726.56	24,412.96	25,145.12	25,831.52	26,517.92	27,272.96
	BI-WEEKLY	863.28	887.04	912.56	938.96	967.12	993.52	1,019.92	1,048.96
	HOURLY	10.791	11.088	11.407	11.737	12.089	12.419	12.749	13.112
3	ANNUAL	23,063.04	23,726.56	24,412.96	25,145.12	25,831.52	26,517.92	27,272.96	28,096.64
	BI-WEEKLY	887.04	912.56	938.96	967.12	993.52	1,019.92	1,048.96	1,080.64
	HOURLY	11.088	11.407	11.737	12.089	12.419	12.749	13.112	13.508
4	ANNUAL	23,726.56	24,412.96	25,145.12	25,831.52	26,517.92	27,272.96	28,096.64	30,018.56
	BI-WEEKLY	912.56	938.96	967.12	993.52	1,019.92	1,048.96	1,080.64	1,154.56
	HOURLY	11.407	11.737	12.089	12.419	12.749	13.112	13.508	14.432
5	ANNUAL	24,412.96	25,145.12	25,831.52	26,517.92	27,272.96	28,096.64	30,018.56	31,139.68
	BI-WEEKLY	938.96	967.12	993.52	1,019.92	1,048.96	1,080.64	1,154.56	1,197.68
	HOURLY	11.737	12.089	12.419	12.749	13.112	13.508	14.432	14.971
6	ANNUAL	25,145.12	25,831.52	26,517.92	27,272.96	28,096.64	30,018.56	31,139.68	32,283.68
	BI-WEEKLY	967.12	993.52	1,019.92	1,048.96	1,080.64	1,154.56	1,197.68	1,241.68
	HOURLY	12.089	12.419	12.749	13.112	13.508	14.432	14.971	15.521
7	ANNUAL	25,831.52	26,746.72	27,822.08	28,897.44	30,018.56	31,139.68	32,283.68	33,610.72
	BI-WEEKLY	993.52	1,028.72	1,070.08	1,111.44	1,154.56	1,197.68	1,241.68	1,292.72
	HOURLY	12.419	12.859	13.376	13.893	14.432	14.971	15.521	16.159
8	ANNUAL	26,746.72	27,822.08	28,897.44	30,018.56	31,139.68	32,283.68	33,610.72	34,869.12
	BI-WEEKLY	1,028.72	1,070.08	1,111.44	1,154.56	1,197.68	1,241.68	1,292.72	1,341.12
	HOURLY	12.859	13.376	13.893	14.432	14.971	15.521	16.159	16.764
9	ANNUAL	27,822.08	28,897.44	30,018.56	31,139.68	32,283.68	33,610.72	34,869.12	36,241.92
	BI-WEEKLY	1,070.08	1,111.44	1,154.56	1,197.68	1,241.68	1,292.72	1,341.12	1,393.92
	HOURLY	13.376	13.893	14.432	14.971	15.521	16.159	16.764	17.424
10	ANNUAL	28,897.44	30,018.56	31,139.68	32,283.68	33,610.72	34,869.12	36,241.92	37,660.48
	BI-WEEKLY	1,111.44	1,154.56	1,197.68	1,241.68	1,292.72	1,341.12	1,393.92	1,448.48
	HOURLY	13.893	14.432	14.971	15.521	16.159	16.764	17.424	18.106
11	ANNUAL	30,018.56	31,139.68	32,283.68	33,610.72	34,869.12	36,241.92	37,660.48	39,170.56
	BI-WEEKLY	1,154.56	1,197.68	1,241.68	1,292.72	1,341.12	1,393.92	1,448.48	1,506.56
	HOURLY	14.432	14.971	15.521	16.159	16.764	17.424	18.106	18.832

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12	ANNUAL	31,139.68	32,283.68	33,610.72	34,869.12	36,241.92	37,660.48	39,170.56	40,909.44
	BI-WEEKLY	1,197.68	1,241.68	1,292.72	1,341.12	1,393.92	1,448.48	1,506.56	1,573.44
	HOURLY	14.971	15.521	16.159	16.764	17.424	18.106	18.832	19.668
13	ANNUAL	32,283.68	33,610.72	34,869.12	36,241.92	37,660.48	39,170.56	40,909.44	42,579.68
	BI-WEEKLY	1,241.68	1,292.72	1,341.12	1,393.92	1,448.48	1,506.56	1,573.44	1,637.68
	HOURLY	15.521	16.159	16.764	17.424	18.106	18.832	19.668	20.471
14	ANNUAL	33,610.72	34,869.12	36,241.92	37,660.48	39,170.56	40,909.44	42,579.68	44,410.08
	BI-WEEKLY	1,292.72	1,341.12	1,393.92	1,448.48	1,506.56	1,573.44	1,637.68	1,708.08
	HOURLY	16.159	16.764	17.424	18.106	18.832	19.668	20.471	21.351
15	ANNUAL	34,869.12	36,356.32	37,820.64	39,353.60	40,909.44	42,579.68	44,410.08	46,217.60
	BI-WEEKLY	1,341.12	1,398.32	1,454.64	1,513.60	1,573.44	1,637.68	1,708.08	1,777.60
	HOURLY	16.764	17.479	18.183	18.92	19.668	20.471	21.351	22.22
16	ANNUAL	36,356.32	37,820.64	39,353.60	40,909.44	42,579.68	44,410.08	46,217.60	48,208.16
	BI-WEEKLY	1,398.32	1,454.64	1,513.60	1,573.44	1,637.68	1,708.08	1,777.60	1,854.16
	HOURLY	17.479	18.183	18.92	19.668	20.471	21.351	22.22	23.177
17	ANNUAL	37,820.64	39,353.60	40,909.44	42,579.68	44,410.08	46,217.60	48,208.16	50,152.96
	BI-WEEKLY	1,454.64	1,513.60	1,573.44	1,637.68	1,708.08	1,777.60	1,854.16	1,928.96
	HOURLY	18.183	18.92	19.668	20.471	21.351	22.22	23.177	24.112
18	ANNUAL	39,353.60	40,909.44	42,579.68	44,410.08	46,217.60	48,208.16	50,152.96	52,257.92
	BI-WEEKLY	1,513.60	1,573.44	1,637.68	1,708.08	1,777.60	1,854.16	1,928.96	2,009.92
	HOURLY	18.92	19.668	20.471	21.351	22.22	23.177	24.112	25.124
19	ANNUAL	40,909.44	42,579.68	44,410.08	46,217.60	48,208.16	50,152.96	52,257.92	54,454.40
	BI-WEEKLY	1,573.44	1,637.68	1,708.08	1,777.60	1,854.16	1,928.96	2,009.92	2,094.40
	HOURLY	19.668	20.471	21.351	22.22	23.177	24.112	25.124	26.18
20	ANNUAL	42,579.68	44,410.08	46,217.60	48,208.16	50,152.96	52,257.92	54,454.40	57,222.88
	BI-WEEKLY	1,637.68	1,708.08	1,777.60	1,854.16	1,928.96	2,009.92	2,094.40	2,200.88
	HOURLY	20.471	21.351	22.22	23.177	24.112	25.124	26.18	27.511
21	ANNUAL	44,410.08	46,217.60	48,208.16	50,152.96	52,257.92	54,454.40	57,222.88	59,739.68
	BI-WEEKLY	1,708.08	1,777.60	1,854.16	1,928.96	2,009.92	2,094.40	2,200.88	2,297.68
	HOURLY	21.351	22.22	23.177	24.112	25.124	26.18	27.511	28.721
22	ANNUAL	46,217.60	48,208.16	50,152.96	52,257.92	54,454.40	57,222.88	59,739.68	62,348.00
	BI-WEEKLY	1,777.60	1,854.16	1,928.96	2,009.92	2,094.40	2,200.88	2,297.68	2,398.00
	HOURLY	22.22	23.177	24.112	25.124	26.18	27.511	28.721	29.975

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23	ANNUAL	48,208.16	50,267.36	52,509.60	54,820.48	57,222.88	59,739.68	62,348.00	65,116.48
	BI-WEEKLY	1,854.16	1,933.36	2,019.60	2,108.48	2,200.88	2,297.68	2,398.00	2,504.48
	HOURLY	23.177	24.167	25.245	26.356	27.511	28.721	29.975	31.306
24	ANNUAL	50,267.36	52,509.60	54,820.48	57,222.88	59,739.68	62,348.00	65,116.48	67,976.48
	BI-WEEKLY	1,933.36	2,019.60	2,108.48	2,200.88	2,297.68	2,398.00	2,504.48	2,614.48
	HOURLY	24.167	25.245	26.356	27.511	28.721	29.975	31.306	32.681
25	ANNUAL	52,509.60	54,820.48	57,222.88	59,739.68	62,348.00	65,116.48	67,976.48	71,065.28
	BI-WEEKLY	2,019.60	2,108.48	2,200.88	2,297.68	2,398.00	2,504.48	2,614.48	2,733.28
	HOURLY	25.245	26.356	27.511	28.721	29.975	31.306	32.681	34.166
26	ANNUAL	54,820.48	57,222.88	59,739.68	62,348.00	65,116.48	67,976.48	71,065.28	74,131.20
	BI-WEEKLY	2,108.48	2,200.88	2,297.68	2,398.00	2,504.48	2,614.48	2,733.28	2,851.20
	HOURLY	26.356	27.511	28.721	29.975	31.306	32.681	34.166	35.64
27	ANNUAL	57,222.88	59,739.68	62,348.00	65,116.48	67,976.48	71,065.28	74,131.20	77,448.80
	BI-WEEKLY	2,200.88	2,297.68	2,398.00	2,504.48	2,614.48	2,733.28	2,851.20	2,978.80
	HOURLY	27.511	28.721	29.975	31.306	32.681	34.166	35.64	37.235
28	ANNUAL	59,739.68	62,348.00	65,116.48	67,976.48	71,065.28	74,131.20	77,448.80	81,612.96
	BI-WEEKLY	2,297.68	2,398.00	2,504.48	2,614.48	2,733.28	2,851.20	2,978.80	3,138.96
	HOURLY	28.721	29.975	31.306	32.681	34.166	35.64	37.235	39.237
29	ANNUAL	62,348.00	65,116.48	67,976.48	71,065.28	74,131.20	77,448.80	81,612.96	85,479.68
	BI-WEEKLY	2,398.00	2,504.48	2,614.48	2,733.28	2,851.20	2,978.80	3,138.96	3,287.68
	HOURLY	29.975	31.306	32.681	34.166	35.64	37.235	39.237	41.096
30	ANNUAL	65,116.48	67,976.48	71,065.28	74,131.20	77,448.80	81,612.96	85,479.68	89,392.16
	BI-WEEKLY	2,504.48	2,614.48	2,733.28	2,851.20	2,978.80	3,138.96	3,287.68	3,438.16
	HOURLY	31.306	32.681	34.166	35.64	37.235	39.237	41.096	42.977
31	ANNUAL	67,976.48	71,202.56	74,543.04	77,929.28	81,612.96	85,479.68	89,392.16	93,602.08
	BI-WEEKLY	2,614.48	2,738.56	2,867.04	2,997.28	3,138.96	3,287.68	3,438.16	3,600.08
	HOURLY	32.681	34.232	35.838	37.466	39.237	41.096	42.977	45.001
32	ANNUAL	71,202.56	74,543.04	77,929.28	81,612.96	85,479.68	89,392.16	93,602.08	97,834.88
	BI-WEEKLY	2,738.56	2,867.04	2,997.28	3,138.96	3,287.68	3,438.16	3,600.08	3,762.88
	HOURLY	34.232	35.838	37.466	39.237	41.096	42.977	45.001	47.036
33	ANNUAL	74,543.04	77,929.28	81,612.96	85,479.68	89,392.16	93,602.08	97,834.88	102,067.68
	BI-WEEKLY	2,867.04	2,997.28	3,138.96	3,287.68	3,438.16	3,600.08	3,762.88	3,925.68
	HOURLY	35.838	37.466	39.237	41.096	42.977	45.001	47.036	49.071

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	GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
34	ANNUAL	77,929.28	81,612.96	85,479.68	89,392.16	93,602.08	97,834.88	102,067.68	106,254.72
	BI-WEEKLY	2,997.28	3,138.96	3,287.68	3,438.16	3,600.08	3,762.88	3,925.68	4,086.72
	HOURLY	37.466	39.237	41.096	42.977	45.001	47.036	49.071	51.084
35	ANNUAL	81,612.96	85,479.68	89,392.16	93,602.08	97,834.88	102,067.68	106,254.72	110,487.52
	BI-WEEKLY	3,138.96	3,287.68	3,438.16	3,600.08	3,762.88	3,925.68	4,086.72	4,249.52
	HOURLY	39.237	41.096	42.977	45.001	47.036	49.071	51.084	53.119