

## Appendix A

WAGE SCHEDULE - S416  
STATE POLICE

Effective: 1/9/2015

| GRADE     | STEP 01   | STEP 02   | STEP 03   | STEP 04   | STEP 05   | STEP 06   | STEP 07   | STEP 08   |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>01</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 25,625.60 | 26,374.40 | 27,102.40 | 27,892.80 | 28,704.00 | 29,577.60 | 30,347.20 | 31,179.20 |
| BI-WEEKLY | 985.60    | 1,014.40  | 1,042.40  | 1,072.80  | 1,104.00  | 1,137.60  | 1,167.20  | 1,199.20  |
| HOURLY    | 12.32     | 12.68     | 13.03     | 13.41     | 13.80     | 14.22     | 14.59     | 14.99     |
| <b>02</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 26,374.40 | 27,102.40 | 27,892.80 | 28,704.00 | 29,577.60 | 30,347.20 | 31,179.20 | 32,094.40 |
| BI-WEEKLY | 1,014.40  | 1,042.40  | 1,072.80  | 1,104.00  | 1,137.60  | 1,167.20  | 1,199.20  | 1,234.40  |
| HOURLY    | 12.68     | 13.03     | 13.41     | 13.80     | 14.22     | 14.59     | 14.99     | 15.43     |
| <b>03</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 27,102.40 | 27,892.80 | 28,704.00 | 29,577.60 | 30,347.20 | 31,179.20 | 32,094.40 | 33,051.20 |
| BI-WEEKLY | 1,042.40  | 1,072.80  | 1,104.00  | 1,137.60  | 1,167.20  | 1,199.20  | 1,234.40  | 1,271.20  |
| HOURLY    | 13.03     | 13.41     | 13.80     | 14.22     | 14.59     | 14.99     | 15.43     | 15.89     |
| <b>04</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 27,892.80 | 28,704.00 | 29,577.60 | 30,347.20 | 31,179.20 | 32,094.40 | 33,051.20 | 35,318.40 |
| BI-WEEKLY | 1,072.80  | 1,104.00  | 1,137.60  | 1,167.20  | 1,199.20  | 1,234.40  | 1,271.20  | 1,358.40  |
| HOURLY    | 13.41     | 13.80     | 14.22     | 14.59     | 14.99     | 15.43     | 15.89     | 16.98     |
| <b>05</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 28,704.00 | 29,577.60 | 30,347.20 | 31,179.20 | 32,094.40 | 33,051.20 | 35,318.40 | 36,649.60 |
| BI-WEEKLY | 1,104.00  | 1,137.60  | 1,167.20  | 1,199.20  | 1,234.40  | 1,271.20  | 1,358.40  | 1,409.60  |
| HOURLY    | 13.80     | 14.22     | 14.59     | 14.99     | 15.43     | 15.89     | 16.98     | 17.62     |
| <b>06</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 29,577.60 | 30,347.20 | 31,179.20 | 32,094.40 | 33,051.20 | 35,318.40 | 36,649.60 | 38,022.40 |
| BI-WEEKLY | 1,137.60  | 1,167.20  | 1,199.20  | 1,234.40  | 1,271.20  | 1,358.40  | 1,409.60  | 1,462.40  |
| HOURLY    | 14.22     | 14.59     | 14.99     | 15.43     | 15.89     | 16.98     | 17.62     | 18.28     |
| <b>07</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 30,347.20 | 31,470.40 | 32,718.40 | 33,987.20 | 35,318.40 | 36,649.60 | 38,022.40 | 39,624.00 |
| BI-WEEKLY | 1,167.20  | 1,210.40  | 1,258.40  | 1,307.20  | 1,358.40  | 1,409.60  | 1,462.40  | 1,524.00  |
| HOURLY    | 14.59     | 15.13     | 15.73     | 16.34     | 16.98     | 17.62     | 18.28     | 19.05     |
| <b>08</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 31,470.40 | 32,718.40 | 33,987.20 | 35,318.40 | 36,649.60 | 38,022.40 | 39,624.00 | 41,080.00 |
| BI-WEEKLY | 1,210.40  | 1,258.40  | 1,307.20  | 1,358.40  | 1,409.60  | 1,462.40  | 1,524.00  | 1,580.00  |
| HOURLY    | 15.13     | 15.73     | 16.34     | 16.98     | 17.62     | 18.28     | 19.05     | 19.75     |
| <b>09</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 32,718.40 | 33,987.20 | 35,318.40 | 36,649.60 | 38,022.40 | 39,624.00 | 41,080.00 | 42,723.20 |
| BI-WEEKLY | 1,258.40  | 1,307.20  | 1,358.40  | 1,409.60  | 1,462.40  | 1,524.00  | 1,580.00  | 1,643.20  |
| HOURLY    | 15.73     | 16.34     | 16.98     | 17.62     | 18.28     | 19.05     | 19.75     | 20.54     |
| <b>10</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 33,987.20 | 35,318.40 | 36,649.60 | 38,022.40 | 39,624.00 | 41,080.00 | 42,723.20 | 44,366.40 |
| BI-WEEKLY | 1,307.20  | 1,358.40  | 1,409.60  | 1,462.40  | 1,524.00  | 1,580.00  | 1,643.20  | 1,706.40  |
| HOURLY    | 16.34     | 16.98     | 17.62     | 18.28     | 19.05     | 19.75     | 20.54     | 21.33     |
| <b>11</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 35,318.40 | 36,649.60 | 38,022.40 | 39,624.00 | 41,080.00 | 42,723.20 | 44,366.40 | 46,155.20 |
| BI-WEEKLY | 1,358.40  | 1,409.60  | 1,462.40  | 1,524.00  | 1,580.00  | 1,643.20  | 1,706.40  | 1,775.20  |
| HOURLY    | 16.98     | 17.62     | 18.28     | 19.05     | 19.75     | 20.54     | 21.33     | 22.19     |
| <b>12</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 36,649.60 | 38,022.40 | 39,624.00 | 41,080.00 | 42,723.20 | 44,366.40 | 46,155.20 | 48,235.20 |
| BI-WEEKLY | 1,409.60  | 1,462.40  | 1,524.00  | 1,580.00  | 1,643.20  | 1,706.40  | 1,775.20  | 1,855.20  |
| HOURLY    | 17.62     | 18.28     | 19.05     | 19.75     | 20.54     | 21.33     | 22.19     | 23.19     |

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|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>13</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 38,022.40 | 39,624.00 | 41,080.00 | 42,723.20 | 44,366.40 | 46,155.20 | 48,235.20 | 50,252.80 |
| BI-WEEKLY | 1,462.40  | 1,524.00  | 1,580.00  | 1,643.20  | 1,706.40  | 1,775.20  | 1,855.20  | 1,932.80  |
| HOURLY    | 18.28     | 19.05     | 19.75     | 20.54     | 21.33     | 22.19     | 23.19     | 24.16     |
| <b>14</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 39,624.00 | 41,080.00 | 42,723.20 | 44,366.40 | 46,155.20 | 48,235.20 | 50,252.80 | 52,374.40 |
| BI-WEEKLY | 1,524.00  | 1,580.00  | 1,643.20  | 1,706.40  | 1,775.20  | 1,855.20  | 1,932.80  | 2,014.40  |
| HOURLY    | 19.05     | 19.75     | 20.54     | 21.33     | 22.19     | 23.19     | 24.16     | 25.18     |
| <b>15</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 41,080.00 | 42,848.00 | 44,553.60 | 46,363.20 | 48,235.20 | 50,252.80 | 52,374.40 | 54,516.80 |
| BI-WEEKLY | 1,580.00  | 1,648.00  | 1,713.60  | 1,783.20  | 1,855.20  | 1,932.80  | 2,014.40  | 2,096.80  |
| HOURLY    | 19.75     | 20.60     | 21.42     | 22.29     | 23.19     | 24.16     | 25.18     | 26.21     |
| <b>16</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 42,848.00 | 44,553.60 | 46,363.20 | 48,235.20 | 50,252.80 | 52,374.40 | 54,516.80 | 56,867.20 |
| BI-WEEKLY | 1,648.00  | 1,713.60  | 1,783.20  | 1,855.20  | 1,932.80  | 2,014.40  | 2,096.80  | 2,187.20  |
| HOURLY    | 20.60     | 21.42     | 22.29     | 23.19     | 24.16     | 25.18     | 26.21     | 27.34     |
| <b>17</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 44,553.60 | 46,363.20 | 48,235.20 | 50,252.80 | 52,374.40 | 54,516.80 | 56,867.20 | 59,217.60 |
| BI-WEEKLY | 1,713.60  | 1,783.20  | 1,855.20  | 1,932.80  | 2,014.40  | 2,096.80  | 2,187.20  | 2,277.60  |
| HOURLY    | 21.42     | 22.29     | 23.19     | 24.16     | 25.18     | 26.21     | 27.34     | 28.47     |
| <b>18</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 46,363.20 | 48,235.20 | 50,252.80 | 52,374.40 | 54,516.80 | 56,867.20 | 59,217.60 | 61,734.40 |
| BI-WEEKLY | 1,783.20  | 1,855.20  | 1,932.80  | 2,014.40  | 2,096.80  | 2,187.20  | 2,277.60  | 2,374.40  |
| HOURLY    | 22.29     | 23.19     | 24.16     | 25.18     | 26.21     | 27.34     | 28.47     | 29.68     |
| <b>19</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 48,235.20 | 50,252.80 | 52,374.40 | 54,516.80 | 56,867.20 | 59,217.60 | 61,734.40 | 64,292.80 |
| BI-WEEKLY | 1,855.20  | 1,932.80  | 2,014.40  | 2,096.80  | 2,187.20  | 2,277.60  | 2,374.40  | 2,472.80  |
| HOURLY    | 23.19     | 24.16     | 25.18     | 26.21     | 27.34     | 28.47     | 29.68     | 30.91     |
| <b>20</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 50,252.80 | 52,374.40 | 54,516.80 | 56,867.20 | 59,217.60 | 61,734.40 | 64,292.80 | 67,600.00 |
| BI-WEEKLY | 1,932.80  | 2,014.40  | 2,096.80  | 2,187.20  | 2,277.60  | 2,374.40  | 2,472.80  | 2,600.00  |
| HOURLY    | 24.16     | 25.18     | 26.21     | 27.34     | 28.47     | 29.68     | 30.91     | 32.50     |
| <b>21</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 52,374.40 | 54,516.80 | 56,867.20 | 59,217.60 | 61,734.40 | 64,292.80 | 67,600.00 | 70,532.80 |
| BI-WEEKLY | 2,014.40  | 2,096.80  | 2,187.20  | 2,277.60  | 2,374.40  | 2,472.80  | 2,600.00  | 2,712.80  |
| HOURLY    | 25.18     | 26.21     | 27.34     | 28.47     | 29.68     | 30.91     | 32.50     | 33.91     |
| <b>22</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 54,516.80 | 56,867.20 | 59,217.60 | 61,734.40 | 64,292.80 | 67,600.00 | 70,532.80 | 73,673.60 |
| BI-WEEKLY | 2,096.80  | 2,187.20  | 2,277.60  | 2,374.40  | 2,472.80  | 2,600.00  | 2,712.80  | 2,833.60  |
| HOURLY    | 26.21     | 27.34     | 28.47     | 29.68     | 30.91     | 32.50     | 33.91     | 35.42     |
| <b>23</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 56,867.20 | 59,342.40 | 61,984.00 | 64,771.20 | 67,600.00 | 70,532.80 | 73,673.60 | 76,980.80 |
| BI-WEEKLY | 2,187.20  | 2,282.40  | 2,384.00  | 2,491.20  | 2,600.00  | 2,712.80  | 2,833.60  | 2,960.80  |
| HOURLY    | 27.34     | 28.53     | 29.80     | 31.14     | 32.50     | 33.91     | 35.42     | 37.01     |
| <b>24</b> |           |           |           |           |           |           |           |           |
| ANNUAL    | 59,342.40 | 61,984.00 | 64,771.20 | 67,600.00 | 70,532.80 | 73,673.60 | 76,980.80 | 80,371.20 |
| BI-WEEKLY | 2,282.40  | 2,384.00  | 2,491.20  | 2,600.00  | 2,712.80  | 2,833.60  | 2,960.80  | 3,091.20  |
| HOURLY    | 28.53     | 29.80     | 31.14     | 32.50     | 33.91     | 35.42     | 37.01     | 38.64     |

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|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|
| <b>25</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 61,984.00 | 64,771.20  | 67,600.00  | 70,532.80  | 73,673.60  | 76,980.80  | 80,371.20  | 83,948.80  |
| BI-WEEKLY | 2,384.00  | 2,491.20   | 2,600.00   | 2,712.80   | 2,833.60   | 2,960.80   | 3,091.20   | 3,228.80   |
| HOURLY    | 29.80     | 31.14      | 32.50      | 33.91      | 35.42      | 37.01      | 38.64      | 40.36      |
| <b>26</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 64,771.20 | 67,600.00  | 70,532.80  | 73,673.60  | 76,980.80  | 80,371.20  | 83,948.80  | 87,630.40  |
| BI-WEEKLY | 2,491.20  | 2,600.00   | 2,712.80   | 2,833.60   | 2,960.80   | 3,091.20   | 3,228.80   | 3,370.40   |
| HOURLY    | 31.14     | 32.50      | 33.91      | 35.42      | 37.01      | 38.64      | 40.36      | 42.13      |
| <b>27</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 67,600.00 | 70,532.80  | 73,673.60  | 76,980.80  | 80,371.20  | 83,948.80  | 87,630.40  | 91,561.60  |
| BI-WEEKLY | 2,600.00  | 2,712.80   | 2,833.60   | 2,960.80   | 3,091.20   | 3,228.80   | 3,370.40   | 3,521.60   |
| HOURLY    | 32.50     | 33.91      | 35.42      | 37.01      | 38.64      | 40.36      | 42.13      | 44.02      |
| <b>28</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 70,532.80 | 73,673.60  | 76,980.80  | 80,371.20  | 83,948.80  | 87,630.40  | 91,561.60  | 96,470.40  |
| BI-WEEKLY | 2,712.80  | 2,833.60   | 2,960.80   | 3,091.20   | 3,228.80   | 3,370.40   | 3,521.60   | 3,710.40   |
| HOURLY    | 33.91     | 35.42      | 37.01      | 38.64      | 40.36      | 42.13      | 44.02      | 46.38      |
| <b>29</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 73,673.60 | 76,980.80  | 80,371.20  | 83,948.80  | 87,630.40  | 91,561.60  | 96,470.40  | 101,025.60 |
| BI-WEEKLY | 2,833.60  | 2,960.80   | 3,091.20   | 3,228.80   | 3,370.40   | 3,521.60   | 3,710.40   | 3,885.60   |
| HOURLY    | 35.42     | 37.01      | 38.64      | 40.36      | 42.13      | 44.02      | 46.38      | 48.57      |
| <b>30</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 76,980.80 | 80,371.20  | 83,948.80  | 87,630.40  | 91,561.60  | 96,470.40  | 101,025.60 | 105,726.40 |
| BI-WEEKLY | 2,960.80  | 3,091.20   | 3,228.80   | 3,370.40   | 3,521.60   | 3,710.40   | 3,885.60   | 4,066.40   |
| HOURLY    | 37.01     | 38.64      | 40.36      | 42.13      | 44.02      | 46.38      | 48.57      | 50.83      |
| <b>31</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 80,371.20 | 84,136.00  | 88,108.80  | 92,123.20  | 96,470.40  | 101,025.60 | 105,726.40 | 110,718.40 |
| BI-WEEKLY | 3,091.20  | 3,236.00   | 3,388.80   | 3,543.20   | 3,710.40   | 3,885.60   | 4,066.40   | 4,258.40   |
| HOURLY    | 38.64     | 40.45      | 42.36      | 44.29      | 46.38      | 48.57      | 50.83      | 53.23      |
| <b>32</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 84,136.00 | 88,108.80  | 92,123.20  | 96,470.40  | 101,025.60 | 105,726.40 | 110,718.40 | 115,710.40 |
| BI-WEEKLY | 3,236.00  | 3,388.80   | 3,543.20   | 3,710.40   | 3,885.60   | 4,066.40   | 4,258.40   | 4,450.40   |
| HOURLY    | 40.45     | 42.36      | 44.29      | 46.38      | 48.57      | 50.83      | 53.23      | 55.63      |
| <b>33</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 88,108.80 | 92,123.20  | 96,470.40  | 101,025.60 | 105,726.40 | 110,718.40 | 115,710.40 | 120,723.20 |
| BI-WEEKLY | 3,388.80  | 3,543.20   | 3,710.40   | 3,885.60   | 4,066.40   | 4,258.40   | 4,450.40   | 4,643.20   |
| HOURLY    | 42.36     | 44.29      | 46.38      | 48.57      | 50.83      | 53.23      | 55.63      | 58.04      |
| <b>34</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 92,123.20 | 96,470.40  | 101,025.60 | 105,726.40 | 110,718.40 | 115,710.40 | 120,723.20 | 125,736.00 |
| BI-WEEKLY | 3,543.20  | 3,710.40   | 3,885.60   | 4,066.40   | 4,258.40   | 4,450.40   | 4,643.20   | 4,836.00   |
| HOURLY    | 44.29     | 46.38      | 48.57      | 50.83      | 53.23      | 55.63      | 58.04      | 60.45      |
| <b>35</b> |           |            |            |            |            |            |            |            |
| ANNUAL    | 96,470.40 | 101,025.60 | 105,726.40 | 110,718.40 | 115,710.40 | 120,723.20 | 125,736.00 | 130,728.00 |
| BI-WEEKLY | 3,710.40  | 3,885.60   | 4,066.40   | 4,258.40   | 4,450.40   | 4,643.20   | 4,836.00   | 5,028.00   |
| HOURLY    | 46.38     | 48.57      | 50.83      | 53.23      | 55.63      | 58.04      | 60.45      | 62.85      |