

**X416 40 hour
Law Enforcement - Non-Standard
20% 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	23,861.76	24,485.76	25,159.68	25,883.52	26,632.32	27,431.04	28,179.84	28,928.64
	BI-WEEKLY	917.76	941.76	967.68	995.52	1,024.32	1,055.04	1,083.84	1,112.64
	HOURLY	11.472	11.772	12.096	12.444	12.804	13.188	13.548	13.908
2	ANNUAL	24,485.76	25,159.68	25,883.52	26,632.32	27,431.04	28,179.84	28,928.64	29,752.32
	BI-WEEKLY	941.76	967.68	995.52	1,024.32	1,055.04	1,083.84	1,112.64	1,144.32
	HOURLY	11.772	12.096	12.444	12.804	13.188	13.548	13.908	14.304
3	ANNUAL	25,159.68	25,883.52	26,632.32	27,431.04	28,179.84	28,928.64	29,752.32	30,650.88
	BI-WEEKLY	967.68	995.52	1,024.32	1,055.04	1,083.84	1,112.64	1,144.32	1,178.88
	HOURLY	12.096	12.444	12.804	13.188	13.548	13.908	14.304	14.736
4	ANNUAL	25,883.52	26,632.32	27,431.04	28,179.84	28,928.64	29,752.32	30,650.88	32,747.52
	BI-WEEKLY	995.52	1,024.32	1,055.04	1,083.84	1,112.64	1,144.32	1,178.88	1,259.52
	HOURLY	12.444	12.804	13.188	13.548	13.908	14.304	14.736	15.744
5	ANNUAL	26,632.32	27,431.04	28,179.84	28,928.64	29,752.32	30,650.88	32,747.52	33,970.56
	BI-WEEKLY	1,024.32	1,055.04	1,083.84	1,112.64	1,144.32	1,178.88	1,259.52	1,306.56
	HOURLY	12.804	13.188	13.548	13.908	14.304	14.736	15.744	16.332
6	ANNUAL	27,431.04	28,179.84	28,928.64	29,752.32	30,650.88	32,747.52	33,970.56	35,218.56
	BI-WEEKLY	1,055.04	1,083.84	1,112.64	1,144.32	1,178.88	1,259.52	1,306.56	1,354.56
	HOURLY	13.188	13.548	13.908	14.304	14.736	15.744	16.332	16.932
7	ANNUAL	28,179.84	29,178.24	30,351.36	31,524.48	32,747.52	33,970.56	35,218.56	36,666.24
	BI-WEEKLY	1,083.84	1,122.24	1,167.36	1,212.48	1,259.52	1,306.56	1,354.56	1,410.24
	HOURLY	13.548	14.028	14.592	15.156	15.744	16.332	16.932	17.628
8	ANNUAL	29,178.24	30,351.36	31,524.48	32,747.52	33,970.56	35,218.56	36,666.24	38,039.04
	BI-WEEKLY	1,122.24	1,167.36	1,212.48	1,259.52	1,306.56	1,354.56	1,410.24	1,463.04
	HOURLY	14.028	14.592	15.156	15.744	16.332	16.932	17.628	18.288
9	ANNUAL	30,351.36	31,524.48	32,747.52	33,970.56	35,218.56	36,666.24	38,039.04	39,536.64
	BI-WEEKLY	1,167.36	1,212.48	1,259.52	1,306.56	1,354.56	1,410.24	1,463.04	1,520.64
	HOURLY	14.592	15.156	15.744	16.332	16.932	17.628	18.288	19.008
10	ANNUAL	31,524.48	32,747.52	33,970.56	35,218.56	36,666.24	38,039.04	39,536.64	41,084.16
	BI-WEEKLY	1,212.48	1,259.52	1,306.56	1,354.56	1,410.24	1,463.04	1,520.64	1,580.16
	HOURLY	15.156	15.744	16.332	16.932	17.628	18.288	19.008	19.752
11	ANNUAL	32,747.52	33,970.56	35,218.56	36,666.24	38,039.04	39,536.64	41,084.16	42,731.52
	BI-WEEKLY	1,259.52	1,306.56	1,354.56	1,410.24	1,463.04	1,520.64	1,580.16	1,643.52
	HOURLY	15.744	16.332	16.932	17.628	18.288	19.008	19.752	20.544

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12 ANNUAL	33,970.56	35,218.56	36,666.24	38,039.04	39,536.64	41,084.16	42,731.52	44,628.48
BI-WEEKLY	1,306.56	1,354.56	1,410.24	1,463.04	1,520.64	1,580.16	1,643.52	1,716.48
HOURLY	16.332	16.932	17.628	18.288	19.008	19.752	20.544	21.456
13 ANNUAL	35,218.56	36,666.24	38,039.04	39,536.64	41,084.16	42,731.52	44,628.48	46,450.56
BI-WEEKLY	1,354.56	1,410.24	1,463.04	1,520.64	1,580.16	1,643.52	1,716.48	1,786.56
HOURLY	16.932	17.628	18.288	19.008	19.752	20.544	21.456	22.332
14 ANNUAL	36,666.24	38,039.04	39,536.64	41,084.16	42,731.52	44,628.48	46,450.56	48,447.36
BI-WEEKLY	1,410.24	1,463.04	1,520.64	1,580.16	1,643.52	1,716.48	1,786.56	1,863.36
HOURLY	17.628	18.288	19.008	19.752	20.544	21.456	22.332	23.292
15 ANNUAL	38,039.04	39,661.44	41,258.88	42,931.20	44,628.48	46,450.56	48,447.36	50,419.20
BI-WEEKLY	1,463.04	1,525.44	1,586.88	1,651.20	1,716.48	1,786.56	1,863.36	1,939.20
HOURLY	18.288	19.068	19.836	20.64	21.456	22.332	23.292	24.24
16 ANNUAL	39,661.44	41,258.88	42,931.20	44,628.48	46,450.56	48,447.36	50,419.20	52,590.72
BI-WEEKLY	1,525.44	1,586.88	1,651.20	1,716.48	1,786.56	1,863.36	1,939.20	2,022.72
HOURLY	19.068	19.836	20.64	21.456	22.332	23.292	24.24	25.284
17 ANNUAL	41,258.88	42,931.20	44,628.48	46,450.56	48,447.36	50,419.20	52,590.72	54,712.32
BI-WEEKLY	1,586.88	1,651.20	1,716.48	1,786.56	1,863.36	1,939.20	2,022.72	2,104.32
HOURLY	19.836	20.64	21.456	22.332	23.292	24.24	25.284	26.304
18 ANNUAL	42,931.20	44,628.48	46,450.56	48,447.36	50,419.20	52,590.72	54,712.32	57,008.64
BI-WEEKLY	1,651.20	1,716.48	1,786.56	1,863.36	1,939.20	2,022.72	2,104.32	2,192.64
HOURLY	20.64	21.456	22.332	23.292	24.24	25.284	26.304	27.408
19 ANNUAL	44,628.48	46,450.56	48,447.36	50,419.20	52,590.72	54,712.32	57,008.64	59,404.80
BI-WEEKLY	1,716.48	1,786.56	1,863.36	1,939.20	2,022.72	2,104.32	2,192.64	2,284.80
HOURLY	21.456	22.332	23.292	24.24	25.284	26.304	27.408	28.56
20 ANNUAL	46,450.56	48,447.36	50,419.20	52,590.72	54,712.32	57,008.64	59,404.80	62,424.96
BI-WEEKLY	1,786.56	1,863.36	1,939.20	2,022.72	2,104.32	2,192.64	2,284.80	2,400.96
HOURLY	22.332	23.292	24.24	25.284	26.304	27.408	28.56	30.012
21 ANNUAL	48,447.36	50,419.20	52,590.72	54,712.32	57,008.64	59,404.80	62,424.96	65,170.56
BI-WEEKLY	1,863.36	1,939.20	2,022.72	2,104.32	2,192.64	2,284.80	2,400.96	2,506.56
HOURLY	23.292	24.24	25.284	26.304	27.408	28.56	30.012	31.332
22 ANNUAL	50,419.20	52,590.72	54,712.32	57,008.64	59,404.80	62,424.96	65,170.56	68,016.00
BI-WEEKLY	1,939.20	2,022.72	2,104.32	2,192.64	2,284.80	2,400.96	2,506.56	2,616.00
HOURLY	24.24	25.284	26.304	27.408	28.56	30.012	31.332	32.7

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23 ANNUAL	52,590.72	54,837.12	57,283.20	59,804.16	62,424.96	65,170.56	68,016.00	71,036.16
BI-WEEKLY	2,022.72	2,109.12	2,203.20	2,300.16	2,400.96	2,506.56	2,616.00	2,732.16
HOURLY	25.284	26.364	27.54	28.752	30.012	31.332	32.7	34.152
24 ANNUAL	54,837.12	57,283.20	59,804.16	62,424.96	65,170.56	68,016.00	71,036.16	74,156.16
BI-WEEKLY	2,109.12	2,203.20	2,300.16	2,400.96	2,506.56	2,616.00	2,732.16	2,852.16
HOURLY	26.364	27.54	28.752	30.012	31.332	32.7	34.152	35.652
25 ANNUAL	57,283.20	59,804.16	62,424.96	65,170.56	68,016.00	71,036.16	74,156.16	77,525.76
BI-WEEKLY	2,203.20	2,300.16	2,400.96	2,506.56	2,616.00	2,732.16	2,852.16	2,981.76
HOURLY	27.54	28.752	30.012	31.332	32.7	34.152	35.652	37.272
26 ANNUAL	59,804.16	62,424.96	65,170.56	68,016.00	71,036.16	74,156.16	77,525.76	80,870.40
BI-WEEKLY	2,300.16	2,400.96	2,506.56	2,616.00	2,732.16	2,852.16	2,981.76	3,110.40
HOURLY	28.752	30.012	31.332	32.7	34.152	35.652	37.272	38.88
27 ANNUAL	62,424.96	65,170.56	68,016.00	71,036.16	74,156.16	77,525.76	80,870.40	84,489.60
BI-WEEKLY	2,400.96	2,506.56	2,616.00	2,732.16	2,852.16	2,981.76	3,110.40	3,249.60
HOURLY	30.012	31.332	32.7	34.152	35.652	37.272	38.88	40.62
28 ANNUAL	65,170.56	68,016.00	71,036.16	74,156.16	77,525.76	80,870.40	84,489.60	89,032.32
BI-WEEKLY	2,506.56	2,616.00	2,732.16	2,852.16	2,981.76	3,110.40	3,249.60	3,424.32
HOURLY	31.332	32.7	34.152	35.652	37.272	38.88	40.62	42.804
29 ANNUAL	68,016.00	71,036.16	74,156.16	77,525.76	80,870.40	84,489.60	89,032.32	93,250.56
BI-WEEKLY	2,616.00	2,732.16	2,852.16	2,981.76	3,110.40	3,249.60	3,424.32	3,586.56
HOURLY	32.7	34.152	35.652	37.272	38.88	40.62	42.804	44.832
30 ANNUAL	71,036.16	74,156.16	77,525.76	80,870.40	84,489.60	89,032.32	93,250.56	97,518.72
BI-WEEKLY	2,732.16	2,852.16	2,981.76	3,110.40	3,249.60	3,424.32	3,586.56	3,750.72
HOURLY	34.152	35.652	37.272	38.88	40.62	42.804	44.832	46.884
31 ANNUAL	74,156.16	77,675.52	81,319.68	85,013.76	89,032.32	93,250.56	97,518.72	102,111.36
BI-WEEKLY	2,852.16	2,987.52	3,127.68	3,269.76	3,424.32	3,586.56	3,750.72	3,927.36
HOURLY	35.652	37.344	39.096	40.872	42.804	44.832	46.884	49.092
32 ANNUAL	77,675.52	81,319.68	85,013.76	89,032.32	93,250.56	97,518.72	102,111.36	106,728.96
BI-WEEKLY	2,987.52	3,127.68	3,269.76	3,424.32	3,586.56	3,750.72	3,927.36	4,104.96
HOURLY	37.344	39.096	40.872	42.804	44.832	46.884	49.092	51.312
33 ANNUAL	81,319.68	85,013.76	89,032.32	93,250.56	97,518.72	102,111.36	106,728.96	111,346.56
BI-WEEKLY	3,127.68	3,269.76	3,424.32	3,586.56	3,750.72	3,927.36	4,104.96	4,282.56
HOURLY	39.096	40.872	42.804	44.832	46.884	49.092	51.312	53.532

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GRADE	STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
34 ANNUAL	85,013.76	89,032.32	93,250.56	97,518.72	102,111.36	106,728.96	111,346.56	115,914.24
BI-WEEKLY	3,269.76	3,424.32	3,586.56	3,750.72	3,927.36	4,104.96	4,282.56	4,458.24
HOURLY	40.872	42.804	44.832	46.884	49.092	51.312	53.532	55.728
35 ANNUAL	89,032.32	93,250.56	97,518.72	102,111.36	106,728.96	111,346.56	115,914.24	120,531.84
BI-WEEKLY	3,424.32	3,586.56	3,750.72	3,927.36	4,104.96	4,282.56	4,458.24	4,635.84
HOURLY	42.804	44.832	46.884	49.092	51.312	53.532	55.728	57.948