

Contract Agreement – Financial Impacts

Specialty Pay – No Change From Previous Contract

Item	Description	Annual Amount	Change
Longevity	\$107 per year of service up to 25 years	\$2.4 million	\$0
Shift Differential	\$300 per month assigned to evening or night	\$2.9 million	\$0
Field Training Officer	\$175 per month assigned to FTO program	\$300,000	\$0
Mental Health	\$175 per month Mental Health	\$320,000	\$0
Bilingual	\$175 per month assigned to bilingual program	\$670,000	\$0
Education & Certification	Education – 60 hours college credit; Bachelors, Masters Certification – Intermediate; Advanced; Master	\$3.5 million	\$0

No change or additional increases to the budget for Specialty Pay



Contract Agreement – Financial Impacts

Step Pay – No Change to Step Pay Structure

Step pay contract increases for Police Officer

Police Officer Years at Department	After 1 Year	After 2 Years	After 6 Years	After 10 Years	After 14 Years	After 16 Years
Percent Increase	12%	10%	7%	7%	7%	7%
Annual Salary	\$65,850	\$72,681	\$77,766	\$83,211	\$89,035	\$95,270

*Current Step Program

