

APPENDIX A

WAGE SCHEDULES (For Exempt Staff)

- A-1 Effective with the beginning of the monthly pay period that correlates with October 1, 2021, the Wage Schedules shall be as follows :
- A-2 Effective October 1, 2021, the Wage Schedule shall be as shown in Schedule A.
- A-3 Effective with the beginning of the monthly pay period that correlates with December 1, 2022-2025, the Wage Schedule as shown in Schedule A will be adjusted to reflect the following Rank Differential Percentage above the Sergeant the classification supervises as shown in Schedule B.
- A-4 At no time during the term of this agreement shall any member of this bargaining unit be subjected to a pay rate reduction/concession by virtue of the POAM or subsequent labor union agreeing to a wage reduction/concession.
- A-5 Additionally, should the POAM or subsequent labor group receive a Lump Sum payment in lieu of a zero (0%) percent wage increase for any of the calendar years covered in this agreement, all members of this bargaining unit shall have per person parity and receive the Lump Sum payment for said calendar year(s).
- A-6 Probationary employees (paid at the probationary rate), will be increased to the Job Rate at the beginning of the first pay period following completion of their probationary period.
- A-7 An employee who serves or has served as a supervisor of employees in classifications covered by this Agreement who is returned to a classification in the bargaining unit will be paid the rate on the schedule which most effectively maintains the employee's rate as a supervisor.

APPENDIX A

WAGE SCHEDULES (For Non-Exempt Staff)

- A-8 Effective with the beginning of the bi-weekly pay period that correlates with October 1, 2021, the Wage Schedules shall be as shown in Appendix A:
- A-9 Effective September 19, 2021, the Wage Schedule shall be as shown in Schedule A.
- A-10 Effective with the beginning of the bi-weekly pay period that correlates with December 1, 2022-2025, the Wage Schedule as shown in Schedule A will be adjusted to reflect the following Rank Differential Percentage above the POAM Rate D classification that they supervise as shown in Schedule C.
- A-11 At no time during the term of this agreement shall any member of this bargaining unit be subjected to a pay rate reduction/concession by virtue of the POAM or subsequent labor union agreeing to a wage reduction/concession.
- A-12 Additionally, should the POAM or subsequent labor group receive a Lump Sum payment in lieu of a zero (0%) percent wage increase for any of the calendar years covered in this agreement, all members of this bargaining unit shall have per person parity and receive the Lump Sum payment for said calendar year(s).
- A-13 Probationary employees (paid at the probationary rate), will be increased to the Job Rate at the beginning of the first pay period following completion of their probationary period.
- A-14 An employee who serves or has served as a supervisor of employees in classifications covered by this Agreement who is returned to a classification in the bargaining unit will be paid the rate on the schedule which most effectively maintains the employee's rate as a supervisor.

**Wage Schedule A
September 20, 2021 (Bi-Weekly)**

SALARY GRADE	CLASSIFICATION	PROBATION RATE	JOB RATE
C5	Police Sergeant	\$43.21	\$45.01
C3	Communications Intermediate Supervisor (SGT.)	\$29.15	\$30.36
C1	Security Intermediate Supervisor (SGT.)	\$27.51	\$28.66

October 1, 2021 (Monthly)

SALARY GRADE	CLASSIFICATION	PROBATION RATE	JOB RATE
C6	Police Lieutenant	\$98,842	\$102,981
C4	Communications Sr. Supervisor (LT.)	\$69,950	\$72,883
C2	Security Senior Supervisor (LT.)	\$67,579	\$70,387

Wage Schedule B

SALARY GRADE	CLASSIFICATION	Rank Differential Percentage Above the Sergeant they Supervise (December 2022 - December 2025)
C6	Police Lt	10%
C4	Comm Lt	14%
C2	Security Lt	18%

Wage Schedule C

SALARY GRADE	CLASSIFICATION	Rank Differential Percentage Above POAM Rate D (December 2022 - December 2025)
C5	Police Sgt	15%
C3	Comm Sgt	15%
C1	Security Sgt	21%