

AGREEMENT

BETWEEN

Dauphin County Detectives Association

AND

The County Of Dauphin Commissioners

FOR THE PERIOD

JANUARY 1, 2014 TO DECEMBER 31, 2017

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ARTICLE I. PREAMBLE/PURPOSE

Section 1.1

This agreement is entered into by and between the Dauphin County Commissioners, hereinafter referred to as the “County,” and the Dauphin County Detectives Association, hereinafter referred to as the “Union,” and has as its purpose the following: To comply with the requirements of Act 111 of the laws of the Commonwealth of Pennsylvania, and to set forth the understandings and agreements between the parties governing the wages, hours, terms and other conditions of employment for those Detectives included in the bargaining unit defined herein.

ARTICLE II. UNION RECOGNITION

Section 2.1

The Dauphin County Commissioners recognized the Dauphin County Detectives Association as the exclusive representative of the Detectives in the Criminal Investigation Division of the District Attorney’s Office, as defined in Section 2.2, employed by Dauphin County and described in the certification of Pennsylvania Labor Relations Board in Case No. PF-R-87-41-E, May 18, 1987.

Section 2.2

The Union shall consist of all full-time police officers including, but not limited to, Detectives, Detective Sergeants, and any other supervisory detective ranks as deemed appropriate by the Chief County Detective and District Attorney and excluding managerial Detectives.

ARTICLE III. HOURS OF WORK

Section 3.1

Detectives shall be entitled to a one (1) hour paid meal period for each eight (8) hours of work in any one day.

Section 3.2

Detectives shall be required to work overtime at the discretion of the District Attorney or the Chief of County Detectives.

Section 3.3

Detectives shall be paid at their overtime rate for all hours worked in excess of eight (8) hours in a day, or forty (40) hours in a work week. If a Detective works in excess of his/her regularly scheduled work day or week, the Detective shall receive one and one-half (1 ½) times the base hourly rate for all hours worked beyond eight (8) hours in a day or forty (40) hours in a week.

Section 3.4

Detectives called in (not as a continuation of their scheduled shift) to work on an emergency basis at other than his/her scheduled regular working hours shall receive a minimum of four (4) hours of pay at their overtime rate.

Section 3.5

The “On-Call” Detective or Detective Sergeant shall receive sixteen (16) additional hours of pay (above the regular 40 hours for the workweek) for each week of on-call status performed.

Section 3.6

Detectives shall remain available for duty during their paid lunch hour.

Section 3.7

There shall be no duplication or pyramiding of overtime hours.

Section 3.8

In the event a Detective is required to work on a recognized county holiday as indicated in Section 8.1, the overtime rate shall be two and one-half (2 ½) times the base hourly rate.

ARTICLE IV. COMPENSATORY TIME

Section 4.1

Nothing herein contained shall prevent a Detective from electing to take overtime as compensatory time off from duty, calculated at the same rate of time and one-half for each one hour of overtime (or two and one-half times for each hour of work on a holiday as indicated in Section 8.1), the option of taking compensatory time instead of compensation being solely that of the Detective. The use of compensatory time shall be subject to prior approval of the Chief of County Detectives and consistent with the requirements and conditions of the Federal Fair Labor Standards Act.

Section 4.2

Detectives shall not accumulate more than 150 hours of compensatory time at any one time during each calendar year. A good faith effort will be made by both the County and the Detective to schedule the time off, however, if the Detective is prevented from using the time because of the operational demands of the County, the Detective will be paid in a lump sum for the hours over the annual maximum for that year.

ARTICLE V. MANAGEMENT RIGHTS

Section 5.1

The Detectives recognize the right and authority of the County to administer the business of the County and in addition to functions and responsibilities, which are vested in the County under provisions of Act 111. Nothing in this agreement shall be construed to interfere with the authority of the District Attorney to hire, fire and supervise Detectives, nor to interfere with the District Attorneys authority under section 1620 of the County Code.

ARTICLE VI. WAGES

Section 6.1

The Wage scale for 2013 that is part of the January 1, 2010 – December 31, 2013 contract will remain in force through December 31, 2013 for employees with a hire date prior to November 1, 2013.

Section 6.2

Effective January 1, 2014 the longevity wage scale that is part of the 1/1/2010 – 12/31/2013 contract, will be eliminated. The specific annual salary of each Detective or Detective Sergeant for each year of the contract will be listed as a separate attachment (Attachment I) to the contract.

Section 6.3

Effective November 1, 2013 and through the expiration of the contract on December 31, 2017 the starting annual salary will be \$56,100.

Section 6.4

Effective January 2014 and each January during the term of the contract, annual salary increases will be effective at the beginning of the first full pay period in each year of the contract.

Section 6.5

Any Detective or Detective Sergeant hired on or after November 1, 2013 will receive the following maximum salary adjustments in each year of the contract (2014 – 2017) in accordance with Section 6.4.

2014: 2%; 2015: 2%; 2016: 2%; 2017: 2%.

Section 6.6

Any Detective or Detective Sergeant hired prior to November 1, 2013 will be eligible for the following salary adjustment in each year of the contract in accordance with Section 6.4, above.

2014: 3%; 2015: 3%; 2016: 3%; 2017: 3%.

Section 6.7

Detectives classified as a Detective Sergeant will be paid at an annual salary that is six percent (6%) higher than their Detective's annual salary. Individuals hired into the position of Detective Sergeant, without prior Dauphin County Detective years of service will have a starting annual salary of \$59,466.

ARTICLE VII. EQUIPMENT

Section 7.1

The County will provide a service weapon chosen by the District Attorney. It is understood and agreed that the choice of weapon will be uniform and no other weapon may be carried while on duty, except when special conditions exist which may require that other weapons be used while on duty. Any other weapon used on duty may be used, with prior approval of the Chief County Detective. Additionally, any member using any other weapon while on duty must have met division firearms qualifications with said weapon.

Section 7.2

The County shall provide each Detective with three (3) boxes of factory-loaded ammunition per year to be provided no later than June 30th of each year.

Section 7.3

The County shall provide for replacement of any personal item, including clothing that is damaged or destroyed in the line of duty.

Section 7.4

Each Detective covered under this agreement shall be provided with an unmarked automobile for the exclusive use of said Detective or Detective Sergeant in the performance of his/her duties.

The County shall provide necessary fuel, insurance, parking, maintenance and repairs for these automobiles. The vehicle shall be parked at the residence of the Detective when not in use. The specifications of each automobile shall be the responsibility of the Chief County Detective with the approval of the Board of Commissioners. Detectives will reimburse the County \$35.00 per-month as a fee for a parking place at or near the courthouse. Effective January 1, 2012 the cost of parking will be increased to \$40.00 per month; effective January 1, 2013 the cost of parking will be increased to \$45.00 per month. The Monthly parking rates for the term of the contract will be:

2014 - \$50.00	2015 - \$55.00	2016 - \$60.00	2017 - \$65.00
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Section 7.5

Detectives will not be required to operate vehicles that are unsafe or not in proper working order. Vehicles that are considered unsafe or require repair will be delivered to the fleet manager. The appropriate documents will be completed explaining the nature of the problem with the vehicle. The fleet manager will inspect the vehicle, schedule the repairs and determine if the vehicle is safe to operate until the repairs are accomplished. Repairs will be completed within a reasonable time.

Section 7.6

A bullet proof vest shall be issued to each member and shall be replaced every five (5) years.

ARTICLE VIII. HOLIDAYS AND PERSONAL DAYS

Section 8.1

All Detectives shall be entitled to the following paid holidays: New Years Day; Dr. Martin Luther King Day; Presidents Day; Memorial Day; Independence Day; Labor Day; Veterans Day; Thanksgiving Day and Christmas Day.

Section 8.2

Full time Detectives hired prior to January 1, 1995 or who have ten (10) or more years of service with the County shall be eligible for five (5) personal leave days per year that accrues at the rate of 1.9048 per pay period. This accrual will occur between pay period two (2) and pay period twenty-two (22) of each year commencing January 1 of each year. Detectives hired on or after January 1, 1995 shall be eligible for three (3) personal leave days per year that accrues at the rate of 1.1429 per pay period. This accrual will occur between pay period two (2) and pay period twenty-two (22) of each year commencing January 1 of each year until they have ten (10) years of service with the County.

Personal leave accrued during a calendar year must be scheduled and used by the end of pay period one (1) of the following year. Detectives shall be paid for any Personal hours that they are unable to schedule or take due to work requirements, as approved by the Chief of Detectives. Failure to request time off or to take time as scheduled will be cause for the forfeiture of Personal hours remaining at the end of pay period one (1) of the following year.

ARTICLE IX. VACATIONS

Section 9.1

Full time Detectives with the County shall earn vacation time with pay in accordance with the following schedule:

Detectives hired prior to January 1, 1995 or those with 10 or more years of service			Detectives hired on or after January 1, 1995, that have less than ten (10) years of service		
Years of Service	Days/Year	Accrual/Pay	Years of Service	Days/Year	Accrual/Pay
Less than 2	12	3.6923	Less than 2	9	2.7693
2 to 5	16	4.9231	2 to 5	12	3.6923
5 to 10	21	6.4616	5 to 10	15	4.6154
10 to 15	24	7.3847			
15 to 19	27	8.9077			
19 to 24	30	9.2308			
24 and up	35	10.7693			

Section 9.2

When a Detective's employment ends with the County, through retirement, death or by any other means, any accumulated vacation time shall be paid to the Detective or the Detective's beneficiary.

Section 9.3

Detectives are permitted to carry over twenty-five (25) vacation days from one calendar year to another.

ARTICLE X. SICK LEAVE

Section 10.1

Detectives hired prior to January 1, 1995 or who have ten (10) or more years of service with the County shall earn fifteen (15) sick leave days per year at a rate of 4.6154 hours per pay period for each pay period that any work is performed. Detectives hired on or after January 1, 1995 shall receive twelve (12) sick leave days per calendar year at the rate of 3.6923 hours per pay period until they have ten (10) years of service with the County.

Section 10.2

In the event a Detective should use sick leave in excess of the earned amount at the time his/her employment terminates with the County, the County shall be entitled to deduct the computed overpayment from the Detective's final pay.

Section 10.3

In the event of an employee's death or at the time of retirement, sick leave buy-out shall be provided at the following rate:

Years of Service	Percentage of Buy-out
0 to 2	0%
2 to 4	25%
4 to 7	50%
7 to 10	75%
Over 10	100%

Section 10.4

Detectives are eligible for the County's Sick Leave Buy-Back Program under the same terms and conditions as all other County employees.

Section 10.5

The maximum number of sick days that can be reimbursed to a Detective under the programs identified in Section 10.3 and Section 10.4 is a total of one hundred and fifty (150) days.

Section 10.6

Temporary light duty assignments for Detectives and Detective Sergeants may be made by the Chief County Detective, in his/her absolute discretion, provided there is bona fide work to be performed, consistent with the physical limitations of the Detective, and the Detective provides medical certification indicating that the assignment is consistent with the Detective's temporary physical limitations. No Detective has an entitlement to a particular light duty assignment, nor is the Chief County Detective required to create a light duty assignment for any particular Detective. Light duty assignments will be determined on a case-by-case basis. Once assigned to a light duty assignment, the Detective will continue to perform such duties so long as the work remains bona fide and until medically cleared to return to regular employment or the expiration of sixty (60) calendar days from the date of original light duty assignment commenced, whichever occurs first.

Section 10.7

A Detective may accumulate up to a maximum of 200 days of sick leave.

ARTICLE XI. HEALTH INSURANCE

Section 11.1

During the term of this Agreement, the County shall provide the current PPO-Preferred Provider Organization Medical Program or its equivalent medical insurance program.

Full-time Detectives who are employed by the County for a minimum of ninety (90) calendar days, (for new Detectives, effective with the first of the month following the completion of the ninety (90) calendar days), shall be provided with medical and hospitalization, prescription, vision and dental insurance for their spouse and dependent children. Such coverage shall be the same type and levels of coverage as are provided to all other non-bargaining unit employees of the County, but at a minimum, shall be substantially equal to the type and levels of coverage outlined in the annual Dauphin County Open Enrolment Benefit Guide. The monthly cost (premium sharing) of coverage for employees will be the same as the monthly cost of non-union employees which is implemented on or after January 1, 2010. The premium sharing cost for

employees will be capped per month for individual coverage and per month for all other coverage at the rates listed below:

<u>Year</u>	<u>Individual Coverage</u>	<u>Other Coverage</u>
2014	\$40.00	\$70.00
2015	\$45.00	\$80.00
2016	\$50.00	\$90.00
2017	\$50.00	\$100.00

(See Dauphin County annual Open Enrollment Guide for explanation of co-pays)

Section 11.2

The County may provide other health insurance than set forth in Section 11.1, provided, however that the overall insurance benefit package shall be equal or better.

Section 11.3

Upon retirement under the County Pension Plan, at age 55 or more, Detectives who meet the requirements set forth below will receive health insurance benefits (Major Medical / Hospitalization / Prescription / Eye and Dental) through the County as reflected below. The health insurance benefits for the retired Detective will be the same insurance benefits that are provided by the County for full-time Detectives assigned to the Criminal Investigation Division of the Dauphin County District Attorney's Office:

- 1) For Detectives hired on or before December 31, 2009, working in the bargaining unit at the time of retirement who have completed at least 20 years of service with the County and have worked at least five (5) years as a full-time Detective in the Criminal Investigation Division, the County of Dauphin will provide health coverage for the retired employee, spouse and eligible dependents, and will pay 100% of the premium for the period specified in the contract. "Dependent" shall be defined by the group medical insurance program under which coverage is provided.

Employees hired into the bargaining unit on or after January 1, 2010 will be ineligible for any health care insurance benefits at retirement or termination.

- 2) Detectives working in the bargaining unit at the time of retirement who complete at least 15 years of service with the County and have worked at least five (5) years as a full-time Detective in the Criminal Investigation Division bargaining unit will be eligible for 50% percent (premium) paid insurance.
- 3) To be eligible, Detectives and their eligible dependents if applicable must be receiving the County's health insurance benefit(s) at the time of retirement.
- 4) The insurance benefits will continue for ten (10) continuous years from the date of retirement, with the following exceptions:
 - a. The insurance benefits will end when the employee or spouse becomes eligible for Medicare. The coverage continues for the Detective or spouse who is not eligible for Medicare at that time.
 - b. In the case of a Detective or spouse who is paying for any percentage (%) of the premium, the insurance benefit will end if he/she fails to make the required payment. The benefit can be reinstated during the following enrollment period.

- c. The benefit will end if the Detective or spouse becomes eligible for insurance coverage with another employer, provided that insurance coverage is relatively equal to the County's insurance and further provided that the Detective's (or spouse's) cost for such insurance does not exceed thirty (30) percent of the total premium cost. The benefit can be reinstated if the employment status or insurance eligibility status of the Detective or spouse subsequently changes.

ARTICLE XII. LIFE INSURANCE

Section 12.1

The County shall provide union full time Detectives with term life insurance coverage equal to one and one-half (1 ½) times their annual salary rounded off to the nearest one-thousand dollars (\$1,000). The maximum amount of life insurance is \$100,000. As per IRS regulations, the County is not responsible for taxes incurred for insurance amounts over \$50,000.

Section 12.2

Detectives retiring with twenty (20) years of full-time service at age fifty-five (55) or older will receive a five thousand dollars (\$5,000) policy with no reduction in benefits.

Section 12.3

The cost of the insurance program is borne entirely by the County.

ARTICLE XIII. PENSION

Section 13.1

The County shall provide the same pension benefits to each Detective as provided to other Dauphin County employees as required under the County Pension Law.

ARTICLE XIV. DIRECT DEPOSIT

Section 14.1

The County may provide for the direct deposit of Detective paychecks into the Detective accounts upon receipt of signed Detective authorizations. It is understood that this program will continue only so long as it is available to the County government, it can be administered at no cost to the County and the County determines it to be in the best interest to continue the program. It is understood that the Detective and the Union will hold harmless the County from any loss of damages that may occur as a result of the operation of this article.

ARTICLE XV. BEREAVEMENT LEAVE

Section 15.1

Detectives shall be entitled to a maximum of five (5) days of paid bereavement leave for the death of an immediate family member. Detective shall be entitled to one (1) day paid funeral leave benefit for death in non-immediate family defined as parent-in-law, sibling-in-law (if detective is residing with spouse), uncle, aunt, nephew, niece, cousin, and member of the

employee's household for less than six (6) months. Such leave may not be charged against the employee's sick leave, compensatory time, vacation or personal leave.

ARTICLE XVI. CAREER ADVANCEMENT AND TRAINING

Section 16.1

The County shall pay the full cost of tuition of any job related course upon satisfactory completion of the course and upon the recommendation and prior approval of the Chief County Detective. This section is not intended to pay for general college courses for Detectives working on degrees, but is intended for use for courses directly related to improving the Detective's skills related to the position of Detective.

Section 16.2

Detectives upon presentation of receipt shall be paid the full cost of conference and lodging fees, when a Detective's attendance at said conference has been approved by the District Attorney or his designee.

Section 16.3

Detective Travel Expense: Reimbursement will be the same as the Dauphin County Travel Regulations.

ARTICLE XVII. EDUCATIONAL BENEFITS

Section 17.1

All Detectives, with a hire date prior to April 1, 2013, who possess or obtain a college degree while employed, shall be entitled to receive an annual educational bonus of \$400.00 for an Associate degree, \$600.00 for a Bachelor's degree and \$800.00 for a Master's degree, which shall be paid in equal payments during the year concurrent with pay periods to be included in the hourly rate.

Section 17.2

All Detectives, with a hire date on or after April 1, 2013, who possess or obtain a college degree while employed, shall be entitled to receive a one-time lump sum educational payment of \$400.00 for an Associate degree, \$600.00 for a Bachelor's degree and \$800.00 for a Master's degree. The payment will be made after the completion of six (6) months of employment.

ARTICLE XVIII. WORKFORCE

Section 18.1

The District Attorney or his designee shall establish minimum hiring requirements for County Detective staff.

Section 18.2

Nothing in this Article is intended to violate or conflict with any parts of the Pennsylvania Third Class County Code.

Section 18.3

Time off benefits (sick leave, vacation time and personal leave) will begin to accrue immediately upon hire. The Detective must complete ninety (90) days of employment before the use of time off benefits is permitted.

ARTICLE XIX. GRIEVANCE PROCEDURE

Section 19.1

Economic Grievance Procedure Definition: An alleged breach or violation regarding compensation or benefits of this Agreement and all matters involving the Heart and Lung Act.

Informal Settlement of Alleged Grievances: An aggrieved Detective shall within three (3) working days of the occurrence, or knowledge thereof, first discuss and attempt to settle the alleged grievance at the lowest appropriate level, (i.e., an employee will discuss the matter with his/her immediate supervisor).

STEP 1: It is agreed and understood that in the event the grievance is not settled satisfactorily at the time of the meeting with the immediate supervisor and the Detective, the Detective shall then, within seven (7) working days, present said grievance in writing to the District Attorney or his designee. The District Attorney or his designee shall, within seven (7) working days after receiving said grievance, respond to the Detective or Union in writing.

STEP 2: In the event the grievance is not adjusted in Step 1, the Detective shall then, within seven (7) working days after receiving the response from the District Attorney, present it to the County Commissioners or their designee. The Commissioners or their designee shall respond to the Detective or Union in writing within seven (7) working days.

STEP 3: Arbitration: In the event the grievance is not adjusted in Step 2 of this agreement either party shall, upon written notification to the other within fourteen (14) calendar days after receiving the Commissioners' response, request arbitration.

STEP 4: The parties shall make every effort to select a mutually agreeable arbitrator. If unable to so agree, the parties shall require the American Arbitration Association to submit a panel of arbitrators, from which a selection will be made. The selection of the arbitrator will be done according to the rules of the American Arbitration Association.

The power and authority of the Arbitrator is limited to the interpretation and application of the specific terms and provisions of this agreement and shall have no power to add to, subtract from, alter, supplement or modify in any way any of such terms and provisions. The arbitrator's decision shall be final and binding upon the Detectives, the Union and the County. Both parties shall share the compensation and expenses of the arbitrator equally.

The decision of the arbitrator shall be rendered within a reasonable time from the date of the arbitration hearing, but in no event will the arbitrator withhold his decision longer than thirty-(30) days unless otherwise agreed to in writing.

Any grievance not processed from one step to another by either party under the grievance procedure set forth in this Agreement within the prescribed time limits shall be considered

forfeited. However, either party may request an extension of time in any step of the grievance procedure; the option to grant such request shall rest with the other party.

ARTICLE XX. LEAVES OF ABSENCE WITHOUT PAY

Section 20.1

This section pertains to leaves of absence without pay, when the District Attorney approves said leaves of absence where conditions permit. Detectives who have completed one (1) year of service may request a leave of absence for the following purposes:

- 1) To attend school, provided that such course of study is related to the Detective's future employment with the County.
- 2) To take an elected public office or appointment. Such leaves of absence shall not exceed one (1) term for every such office as provided by law. In the case of elected offices, the current term of office of appointing official or authority. Additional leaves of absence for additional terms of serving may be granted at the discretion of the employer; seniority shall not accumulate during the period of said leave.

Section 20.2

Health benefits under this agreement shall be maintained at the employee's expense under the terms and conditions of COBRA.

ARTICLE XXI. SERVICE AND NON-SERVICE CONNECTED DISABILITY

Section 21.1

Detectives who are incapacitated and unable to work as a result of a work-related injury or disability covered by the Pennsylvania Workers' Compensation Insurance Program shall continue to receive full salary minus an amount equal to the amount of workers' compensation benefits paid or payable during the period of disability, provided that the period of such salary payments shall not exceed the period during which the Detective is entitled to compensation for the injuries under the provisions of the Pennsylvania Workers' Compensation Act. The Detective shall receive from the County an amount which, when added to the workers' compensation benefits, shall result in the Detective receiving his/her regular full pay. Detectives so covered will not be charged with sick leave during such time as the County will continue to provide coverage for hospital, medical and life insurance for Detectives out of work on a work-related injury.

Section 21.2

In order to continue to receive such disability pay, the Detective must report to a doctor approved by the County from time to time as required by the County so that the Detective's disability for work may be verified.

Section 21.3

Where an Detective is injured in the performance of his or her duties and his or her teeth, eyeglasses or other appliances are damaged, the County shall provide for repair, replacement or other reimbursement when recommended by the District Attorney and approved by the County Commissioners.

Section 21.4

In the event an Detective is injured in the performance of his/her duties and is receiving workers' compensation for a temporary disability, the County agrees that in return for receipt of the Detective's compensation check, the County will provide all of the benefits under the Pennsylvania Heart and Lung Act and accept determination of Workers' Compensation as final as to the Pennsylvania Heart and Lung Act.

**ARTICLE XXII.
LIABILITY INSURANCE****Section 22.1**

The County shall provide to each Detective, at its expense, liability insurance coverage against any claim for damages relating to or arising out of the performance of their duties as County Detectives.

**ARTICLE XXIII.
SENIORITY****Section 23.1**

For purposes of this agreement, seniority shall mean the length of time a Detective has been employed by the Dauphin County Criminal Investigation Division.

Section 23.2

Seniority shall be used for the selection of vacation time, use of personal leave days, or other uses specifically identified in this agreement.

**ARTICLE XXIV.
UNION DUES DEDUCTION****Section 24.1**

Upon voluntary authorization of a member, the County shall deduct the current bargaining unit assessment from compensation received and place the assessment in an individualized account. The assessment shall be deducted at the rate per pay period, to be determined by the bargaining unit at the beginning of each calendar year, for each member of the bargaining unit and shall be forwarded by the County to the appropriate representative of the bargaining unit upon written request for said funds.

**ARTICLE XXV.
GENERAL PROVISIONS****Section 25.1**

All members of the Union who are eligible for entry into the Dauphin County Benefits Program are eligible for a health club membership under the same terms and conditions as is provided to all County employees. Any future enhancements to this program will also be made available to all members of the Union.

**ARTICLE XXVI.
TERMS / PAST PRACTICE**

Section 26.1

This agreement shall become effective on _____, 2013 and shall remain in full force and effect through December 31, 2017.

Section 26.2

All other provisions, benefits and/or practices previously enjoyed by the bargaining unit members under the previous collective bargaining agreements by and between the parties, including all arbitration awards, shall remain unchanged.

In witness whereof, the parties hereto have duly executed this Agreement on this _____ day of _____, 2013.

**COUNTY OF DAUPHIN
BOARD OF COMMISSIONERS**

**DAUPHIN COUNTY
DETECTIVES ASSOCIATION**

Chairman, Board of Commissioners
Jeffrey T. Haste

Association President

Vice Chairman, Board of Commissioners
Mike Pries

Association Vice President

Secretary, Board of Commissioners
George P. Hartwick III

ATTEST: _____
Laura E. Evans, Esq., Chief Clerk

(SEAL)

2013

DETECTIVE					DETECTIVE SERGEANT				
Years of Service	Base Salary	Longevity %	Longevity	Total Salary	Years of Service	Base Salary	Longevity %	Longevity	Total Salary
0 to 1	\$58,476	0.000	\$0	\$58,476	0 to 1	\$61,985	0.00000	\$0	\$61,985
1 to 2	\$61,400	0.000	\$0	\$61,400	1 to 2	\$65,084	0.00000	\$0	\$65,084
2 to 3	\$64,470	0.000	\$0	\$64,470	2 to 3	\$68,338	0.00000	\$0	\$68,338
3 to 4	\$70,917	0.000	\$0	\$70,917	3 to 4	\$75,172	0.00000	\$0	\$75,172
4 to 5	\$70,917	0.050	\$3,546	\$74,463	4 to 5	\$75,172	0.05000	\$3,759	\$78,931
5 to 6	\$70,917	0.060	\$4,255	\$75,172	5 to 6	\$75,172	0.06000	\$4,510	\$79,682
6 to 7	\$70,917	0.070	\$4,964	\$75,881	6 to 7	\$75,172	0.07000	\$5,262	\$80,434
7 to 8	\$70,917	0.080	\$5,673	\$76,590	7 to 8	\$75,172	0.08000	\$6,014	\$81,186
8 to 9	\$70,917	0.090	\$6,383	\$77,300	8 to 9	\$75,172	0.09000	\$6,765	\$81,938
9 to 10	\$70,917	0.100	\$7,092	\$78,009	9 to 10	\$75,172	0.10000	\$7,517	\$82,689
10 to 11	\$70,917	0.110	\$7,801	\$78,718	10 to 11	\$75,172	0.11000	\$8,269	\$83,441
11 to 12	\$70,917	0.120	\$8,510	\$79,427	11 to 12	\$75,172	0.12000	\$9,021	\$84,193
12 to 13	\$70,917	0.143	\$10,141	\$81,058	12 to 13	\$75,172	0.13490	\$10,141	\$85,313
13 to 14	\$70,917	0.143	\$10,141	\$81,058	13 to 14	\$75,172	0.13490	\$10,141	\$85,313
14 to 15	\$70,917	0.153	\$10,850	\$81,767	14 to 15	\$75,172	0.14434	\$10,850	\$86,022
15 to 16	\$70,917	0.153	\$10,850	\$81,767	15 to 16	\$75,172	0.14434	\$10,850	\$86,022
16 to 17	\$70,917	0.153	\$10,850	\$81,767	16 to 17	\$75,172	0.14434	\$10,850	\$86,022
17 & up	\$70,917	0.174	\$12,340	\$83,257	17 & up	\$75,172	0.16413	\$12,338	\$87,510

ATTACHMENT I

	BASE ANNUAL SALARY by	BASE ANNUAL SALARY	BASE ANNUAL SALARY	BASE ANNUAL SALARY	BASE ANNUAL SALARY
Position/Name	12/31/13	2014	2015	2016	2017
Det. Wood	\$83,257	\$85,755	\$88,327	\$90,977	\$93,706
Sergeant Johnson	\$88,252	\$90,900	\$93,627	\$96,435	\$99,328
Det. Yurchison	\$81,767	\$84,220	\$86,747	\$89,349	\$92,029
Det. Ladino	\$81,767	\$84,220	\$86,747	\$89,349	\$92,029
Det. Walborn	\$81,058	\$83,490	\$85,994	\$88,574	\$91,231
Det. Dixon	\$79,427	\$81,810	\$84,264	\$86,792	\$89,396
Det. Woodring	\$78,718	\$81,080	\$83,512	\$86,017	\$88,598
Det. Jackson	\$75,172	\$77,427	\$79,750	\$82,142	\$84,607
Det. Dickerson	\$75,172	\$77,427	\$79,750	\$82,142	\$84,607
New Detective (hire date after 11-1-2013)	\$56,100	\$57,222	\$58,366	\$59,534	\$60,724