

Article 5
Compensation

Section 1 Pay Plan

- A. Upon the ratification of this new agreement, the existing agreement dated October 1, 2015 through September 13, 2018 is replaced.
- B. The new pay plan will be illustrated in Appendix A to this CBA. The slot in pay rates will be effective October 1, 2017, establishing new hourly rates. All overtime pays and increases that are affected by this will be retroactive to October 1, 2017, and be given to employees in a lump sum on a regular paycheck.
- C. Effective October 1, 2018, bargaining unit employees shall receive a 4% on their anniversary date for a proficient or above evaluation. Bargaining unit members at the maximum of their respective pay range shall receive a 2.0% pensionable lump sum payment based on their annual salary at their respective FY 18-19 anniversary date.
- D. In the third year of this agreement, the City and the Union agree to open Article 5 – Compensation. Negotiations for this reopener article shall commence no later than May 1, 2019. The purpose of this reopener is to create a professional development plan that will be part of the pay structure. Prior to negotiations of this reopener, the City and Union may establish a labor/management task force to develop the plan.
- E. Effective October 1, 2019, bargaining unit employees shall receive up to a 4% increase on their base hourly wage, based on the evaluation score received on their anniversary date. The breakdown of the increases shall be as follows:
- Evaluation Rating, 4.1 to 5.0 – 4% increase
 - Evaluation Rating, 3.6 to 4.0 – 3% increase
 - Evaluation Rating, 3.0 to 3.5 – 2% increase
- Effective October 1, 2019, bargaining unit employees at the maximum of their respective pay range shall receive a 2% pensionable lump sum payment based on their annual salary at their respective FY 19-20 anniversary date.
- F. Additionally, effective October 1, 2019, bargaining unit employees shall participate in a professional development plan. All bargaining unit employees will be evaluated on their individual professional development plan in the month of September 2020, with wage increases to be negotiated

during bargaining sessions as referenced in Article 20 – Duration of Agreement. See Appendix B.

Section 2 To qualify for a wage adjustment provided in Section 1 above, bargaining unit members, on their anniversary date must have received 75% “meets most requirements” ratings (satisfactory) or above on their most recent evaluation. Those members receiving an evaluation with 25% or more below “meets most requirements” ratings (unsatisfactory) will not receive an increase but Members will be reevaluated within ninety (90) days. If the member fails to receive 75% or above “meets most requirements” ratings (satisfactory) on the subsequent evaluation, the member will be subject to those actions deemed appropriate by the Police Chief. Bargaining unit members who are expected to receive a below standard evaluation shall be counseled at least ninety (90) days prior to his/her anniversary date, and advised of any negative performances on the upcoming evaluation.

Any bargaining unit member may appeal his/her below standard evaluation up to the Chief’s Office. The Chief’s decision will be final and binding.

Section 3 Shift Differential

A shift differential of \$.72 per hour will be paid on all hours worked between 6:00 p.m. and 6:00 a.m. Shift differential pay will not be calculated on Vacation, Holiday, On-Call Time, Compensatory Time, Court Time, Sick Leave and/or Sick Leave Incentive pay.

Section 4 Any non-supervisory member assigned to a supervisory position for a minimum of one (1) shift shall be compensated at the entry level rate of the higher classification or a 5% increase of the member’s current hourly rate, whichever is greater.

Any Sergeant who is officially assigned by the Police Chief or his designee as a “Commander” for a minimum of one full (1) shift shall be compensated with a 5% increase of the member’s current hourly rate for the hours assigned as a Commander.

In the event of a Captain vacancy, the Police Chief may determine, with the City Manager’s approval, that an Interim Captain be appointed. The Interim Captain shall assume all required authority to develop, implement and delegate all necessary work assignments and make all related decisions to accomplish the goals and objectives of the respective position. The Police Chief shall establish a pay rate consistent with the respective Captain’s pay grade to sufficiently compensate the Interim Captain for the additional duties and responsibilities to be assumed. An Interim Captain shall remain in place for any period of time deemed necessary. All terms and conditions of employment for an Interim Captain shall be in accordance with the City’s personnel policies. Any dispute regarding the meaning, interpretation or application of the City’s personnel policies, as they apply to the appointment of

an Interim Captain position, shall not be grievable under the terms of this collective bargaining agreement.

Section 5 Promotional Increase

When a member is promoted, the member shall serve a probationary period not to exceed six (6) calendar months. Promoted members shall be compensated at the entry level rate of the higher position classification or receive a 5% increase of the member's current base hourly rate, whichever is greater.

