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Contract Database Metadata Elements

Title: **Lowville, Village of and Lowville Village Police Department (VPD) (2003)**

Employer Name: **Lowville, Village of**

Union: **Lowville Police Department (VPD)**

Local:

Effective Date: **06/01/03**

Expiration Date: **05/31/06**

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COLLECTIVE BARGAINING AGREEMENT

VILLAGE OF LOWVILLE-POLICE DEPARTMENT

6/1/03 - 5/31/06

THIS AGREEMENT, made effective as of June 1, 2003, is by and between the VILLAGE OF LOWVILLE, a municipal corporation of the State of New York, the employer, herein referred to as Village, and the full-time members of the VILLAGE POLICE DEPARTMENT, herein referred to as VPD, as bargaining representative of specified Police Officers of Village.

WHEREAS, Village is a municipal corporation engaged in governmental operations for the benefit of the citizens of the Village; and

WHEREAS, Village and VPD have engaged in collective bargaining negotiations with a view to specifying the terms, covenants and conditions of employment of the VPD; and

WHEREAS, Village and VPD intend by this Agreement to set forth in writing the terms of employment for the promotion and benefit of Village, the public, and the furtherance of the public good for the benefit of all taxpayers of the Village.

NOW, THEREFORE, in consideration of the mutual promises and covenants herein contained, and other good and valuable consideration, the parties mutually agree as follows:

ARTICLE I - GENERAL MATTERS

1.1 RECOGNITION. Village recognizes VPD as the Police Officers covered by this Agreement.

RECEIVED

JUL 20 2005

NYS PUBLIC EMPLOYMENT RELATIONS BOARD

1.2 COVERAGE OF POLICE OFFICERS. VPD consists of the full-time Police Officers of the Village of Lowville. Specifically excluded from the coverage of this Agreement are all clerical employees, seasonal and part-time Police Officers and the Chief of Police.

1.3 INTENTIONALLY OMITTED.

1.4 EMPLOYERS RIGHTS. VPD recognizes the exclusive right, authority and obligation of Village to administer the business of the Village and its various Departments. Village has the right to make reasonable rules and regulations in connection with the direction of the work force, including, but not limited to the right to hire, promote, discharge or discipline for cause, and maintain discipline and efficiency of Police Officers, the right to eliminate jobs, the right to determine the schedule for hours of work, the right to increase wages, the right to determine the ability and qualifications of its Police Officers. In addition, the schedule of operations, the methods, process and means of operation, are solely and exclusively the responsibility of Village. Village agrees that, in the event that layoffs are necessary due to budget or other considerations, such layoffs or job eliminations will be based as far as is practicable upon a seniority basis, with the least senior job or jobs being eliminated first.

Nothing in this Agreement, however, is intended to limit the Village in the exercise of any other function of management, even if not expressly included in this paragraph.

1.5 STRIKES. As part of the consideration of this Agreement,

VPD agrees that there will be no strikes, slow downs, picketings, stoppages of work or walk outs during the term of this Agreement by its members.

1.6 NONDISCRIMINATION. The parties agree that there shall be no discrimination against any Police Officer because of race, color, creed, gender, age, nationality, or by reason of the membership of the Police Officer in the VPD or by reason of any particular Police Officer of VPD being a representative of VPD.

1.7 PAST PRACTICES. The Village agrees that all conditions of employment heretofore provided by work rules and regulations, resolutions, or general working conditions shall be maintained at not less than the highest standards in effect as of the effective date of this Agreement, subject, nevertheless, to Employer Rights referred to in section 1.4.

1.8 TERM. This Agreement shall be effective as of June 1, 2003, and shall remain in full force and effect to and including May 31, 2006, a period of three (3) years.

1.9 STATE LAW. No clause or provision of this Agreement shall be construed to cause impairment or waiver of any State law now applicable to employees who are members of the VPD. This Agreement is intended to and does cover all terms and conditions of employment as defined in the New York State Public Employment Act.

ARTICLE 11 - EMPLOYMENT CONDITIONS

2.1 HOURS. The normal hours of work are:

(a) A ⁶⁻⁶ TOUR. 6:00 p.m. to 6:00 a.m.

(b) B ⁶⁻⁶ TOUR. 6:00 a.m. to 6:00 p.m.

(c) C ³⁻³ TOUR 3:00 p.m. to 3:00 a.m.

2.2 INTENTIONALLY OMITTED

2.3 OVERTIME. All hours worked in excess of twelve hours per day when scheduled for a 12 hour shift or 8 hours per day when scheduled for an eight hour shift or 80 hours per pay period shall be paid at the rate of one and one-half times the hourly rate. The Chief of Police or the designee of the Chief shall authorize overtime in advance if practicable. If impracticable, the Chief may after the fact determine the justification for overtime, and if so justified, authorize the same.

2.4 CONTROL OF WORK. The Chief of Police shall control the hours, days of work, overtime and normal shift scheduling times. In the event of staffing shortages or special details, the Chief of Police will explain such special staffing needs and details to the Police Officer twenty-four (24) hours prior to the Police Officer working on the special detail or covering the staffing shortage.

2.5 COURT APPEARANCES. In the event of a Court appearance required by the Village, County or State, the Police Officer will be compensated at the overtime rate, with a minimum of two hours paid when the Court appearance is on off-duty time.

2.6 CHANGE OF CONDITIONS. In the event of any change in the hours, days of work, shift changes, special detail procedures, Village, through the Chief of Police, shall notify VPD seven (7) days in advance of the effective date of such change, unless said change is required because of an emergency or major disaster.

ARTICLE III - LEAVE TIME

3.1 VACATION. Police Officers shall be granted vacations subject to the following conditions:

(a) During the first ten years of employment, Police Officers shall be entitled to two hundred eight hours vacation time per year;

(b) After ten consecutive years of employment, Police Officers shall be entitled to two hundred fifty six hours vacation time per year; 2133 hrs per month

(c) Notwithstanding the foregoing, Police Officers shall be entitled to accumulate a maximum of two hundred eighty-eight hours vacation time;

(d) Vacation shall be paid at straight time rates;

(e) Vacations must be scheduled with the approval of the Chief of Police. They may be taken at any time during the fiscal year, providing that there are no serious work conflicts;

(f) No pay in lieu of vacation is permitted.

(g) Vacation Time may be taken in hourly increments, except in unusual circumstances, which unusual circumstances require prior approval of the Chief of Police;

(h) Police Officers may request a change in the vacation schedule for that Police Officer so long as the change does not interfere with the Police Operations, and the change is mutually agreed upon by the Chief of Police and the Police Officer;

(i) Vacations shall be assigned by the Chief of Police on a seniority basis;

(j) No Police Officer shall be entitled to use seniority to claim more than two (2) consecutive weeks of vacation before other Police Officers of the Department have had the opportunity to exercise their vacation rights;

(k) In the event a Police Officer elects to split two weeks vacation, the first two choices shall be based upon seniority and the third selection shall not be made until all other Police Officers have made their first choices;

(l) In the event a Police Officer becomes seriously ill while on vacation, such that hospitalization or out-patient treatment is necessary, such Police Officer can elect to be placed on sick time status instead of vacation status, provided the Chief of police gives approval for same. At the discretion of the Chief of Police, a doctor's certificate may be required.

(m) Vacation time shall be credited for each month the first day of the following month.

3.2 LEFT INTENTIONALLY BLANK

3.3 SICK LEAVE. Police Officers shall be granted a sick leave subject to the following conditions:

(a) Police Officers shall be entitled to eight hours earned sick leave per month for each month of employment with the Village to be credited on the first day of the following month;

(b) Notwithstanding subparagraph (a), Village Police Officers may earn a maximum of one thousand four hundred (1400) hours of sick leave;

(c) Sick leave may be taken in hourly units;

(d) Sick leave shall be paid at straight time

rates.

(e) In the discretion of the Chief of Police, a physician's certificate to verify the illness of the Police Officer may be required.

(f) When approved by the Chief of Police, serious illness to an Officer's immediate family as defined in Section 3.5 and a personal visit or a visit by a child of the officer to a physician or dentist may be considered as sick leave, not to exceed, however, one hundred twenty hours in any year.

(g) Abuse of the foregoing sick leave privileges is cause for disciplinary action by the Chief of Police and/or the Village Board of Trustees.

3.4 PERSONAL LEAVE. Police Officers shall be granted personal leave subject to the following conditions:

(a) Police Officers shall be entitled to two and two-thirds (2.67) hours earned personal leave per month, for each month of employment with the Village to be credited on the first day of the following month;

(b) Notwithstanding subparagraph (a), Village Officers may earn and accumulate a maximum of thirty-two (32) hours of personal leave;

(c) Personal leave may be taken in hourly units;

(d) Personal leave shall be paid at straight time rates;

(e) Personal leave will be taken at the discretion of the Chief of Police or the designee of such Chief;

(f) Notice shall be given by the Police Officer at least thirty-six hours in advance of the intended use of the personal leave, unless waived by the Chief of Police in the event of an emergency.

(g) Personal leave may be used in conjunction with vacation, provided there is advance approval by the Chief of Police or the designee of the Chief of Police;

(h) In the event the personal leave is not used at the time of resignation, retirement or discharge, the unused personal leave time will be paid to the employee, unless the employee has used all personal leave time for the year in which such resignation, retirement, or discharge occurs, in which case, the employer shall charge to the employee such excess personal leave time, prorated as if earned at the rate of two and sixty-seven hundredths (2.67) hours per month for each full month of that year's employment.

(i) Personal leave time may not be accumulated to be used in the following year; and

(j) The Chief of Police may, in the exclusive judgment of the Chief of Police, deny the request for personal leave in the event the presence of the Police Officer at work during the time requested is essential to the proper completion of tasks to be carried out by the Police Department during the time so requested. In the event this occurs, the denial by the Chief of Police shall be given to the Police Officer in writing.

3.5 BEREAVEMENT. Police Officers shall be granted bereavement leave subject to the following conditions:

(a) In case of death of the Police Officer's immediate family, a Police Officer will be given up to three working days paid time off, to and including the day after the day of the funeral;

(b) Immediate family includes spouse, child, brother, sister, parent, step-parent, grandparent, spouse's grandparent, step-grandparent, spouse's parent, and spouse's brother or sister;

(c) In the case of death in the Police Officer's extended family, a Police Officer will be given one scheduled working day paid time off;

(d) Extended family includes aunt, uncle, niece or nephew of the Police Officer or of his or her spouse;

(e) Approval of bereavement leave time by the Chief of Police is required; and

(f) Bereavement leave time may not be accumulated to be used in the following year.

3.6 JURY DUTY. INTENTIONALLY OMITTED.

3.7 LEAVE OF ABSENCE. A Police Officer may be granted a leave of absence without pay at the discretion of the Chief of Police subject to the following conditions;

(a) Such leave of absence may only be granted if caused by (i) a personal physical or job stress related illness of the Police Officer, (ii) maternity of the Police Officer or the Police Officer's spouse, (iii) a serious illness to an immediate family member of the Police Officer or (iv) any other family emergency as approved by the Chief of Police in which the leave of

absence would extend beyond the sick leave credit of the Police Officer;

(b) Additional benefits based upon days of employment shall cease to accrue at the onset of the unpaid leave of absence. Such benefits may include but are not limited to sick leave days, vacation days, personal leave days, floating holiday days, accumulation of retirement benefits and accumulation of longevity benefits;

(c) Benefits shall resume accrual on the date of return to employment of the Police Officer;

(d) During a leave of absence without pay, Police Officers may maintain group health plan coverage by payment or reimbursement to the Village of the premiums paid or incurred by Village for Police Officer and the family member otherwise due during the period of absence;

(e) In the event of worker's compensation leave or disability leave, health insurance premiums will be paid by the Village to the same extent as if the Police Officer were on the payroll of the Village;

(f) A written request for leave of absence without pay shall be submitted to the Chief of Police at least four weeks prior to the anticipated departure, or as soon as possible in the event of a sudden unforeseen emergency. The probable duration of such request shall also be stated, and in any event, the leave of absence without pay, if granted, shall not exceed twelve months; and

(g) Upon return from the leave of absence without

pay, in the event same is due to illness of the Police Officer or maternity of the Police Officer or spouse of the Police Officer, the Police Officer shall submit a physician's statement to the Chief of Police attesting to the recovery and physical fitness of the Police Officer to perform police duty.

3.8 RETIREMENT. Police Officers of the Village who reach the age of 65 years shall retire from employment by the Village. However, in an exceptional situation, the Board of Trustees may, at its discretion due to extenuating circumstances, extend the employment of the Police Officer otherwise required to retire. Such extension of retirement time is at the sole discretion of the Board of Trustees.

ARTICLE IV - COMPENSATION AND BENEFITS.

4.1 SALARY. Salary shall be increased by three (3%) percent during each of the years 2003, 2004, and 2005 at the hourly rates as set forth on the attached "Schedule of Salaries". Annual wage increases shall be effective June 1 of each year during the term of this Agreement, payable with the first payroll after said date. Pay days shall be every other Friday. There shall be an exception to this in the first year of the contract only for Officer Roggie whose salary the first year of the contract shall be at \$14.44 per hour. This shall not be constituted as a past practice, but rather as a one time adjustment only.

4.2 SHIFT DIFFERENTIAL. There shall be a shift differential providing for additional hourly pay for work between 3:00 p.m. to 11:00 p.m. of \$.75 per hour during this Agreement, which is to be calculated on the actual time worked. There shall be a shift differential providing for additional hourly pay for work between the hours of 11:00 p.m. to 7:00 a.m. of \$1.00 per hour during this Agreement, which is to be calculated on the actual time worked during the Tour.

4.3 INCREMENT STEPS. Full time employees hired after the effective date of this agreement shall be compensated during the term of this agreement (paragraph 1.8 above), according to the step placement schedule set forth at schedule B attached hereto. Such hourly rates reflect step increment plus annual percentage increase set forth at paragraph 4.1 above.

4.4 HEALTH INSURANCE. The following provisions shall apply in connection with health insurance:

(a) For Police Officers, Village will pay one hundred percent of the health insurance premium for individual coverage and seventy percent of the health insurance premium for dependent coverage under the health insurance plan placed in effect by the Village, or any subsequent plan placed in effect by the Village; and

(b) For eligible retirees after a minimum of ten continuous years of service to the Village, Village agrees to pay a health insurance premium at the percentage paid for employees under the contract. Such payment for retired employees shall be applicable only to those employees who have had ten years of

continuous service with the Village and who are Village employees at the time of retirement.

(c) The Village has the right to change to a health Care plan providing basically equivalent or better coverage with existing eligibility rules after a review by the employees that does not exceed sixty (60) calendar days.

4.5 RETIREMENT BENEFITS. The following provisions govern retirement from the Village:

(a) The Village agrees to provide the New York State Policemen and Firemen Non-Contributory Retirement System for Police Officers;

(b) The Village agrees to provide Section 384-d, the Twenty Year Plan, and Section 384-e, the Enhanced Twenty Year Retirement Plan of the New York State Retirement and Social Security Law. Under these provisions, a member may retire when he or she has completed 20 years of creditable service, or upon the attainment of the age of sixty-two (62), and files an application therefor.

Section 384-d provides that, if the individual has completed 20 years of creditable service, he or she shall receive a pension which, together with an annuity, if any, which shall be the actuarial equivalent of his or her accumulated contributions at the time of his or her retirement and an additional pension which is the actuarial equivalent of the reserve-for-increased-take-home-pay to which he may then be entitled, if any, shall be sufficient to provide him or her with a retirement allowance equal to one-half of his or her average salary.

If the individual shall attain the age of sixty-two (62), and upon retirement having not completed twenty (20) years of creditable service, each such member shall receive a pension which together with an annuity, if any, shall be the actuarial equivalent of his accumulated contributions at the time of his retirement and an additional pension which is the actuarial equivalent of the reserved-for-increased-take-home-pay to which he or she may then be entitled, if any, shall be sufficient to provide him or her with a retirement allowance equal to 1/40th of his final average salary for each year of creditable service. Final Average Salary is the average of the three highest consecutive years of earnings.

Section 384-e provides that, in addition to the benefits allowed by section 384-d, each qualifying member shall receive, for each year of service in excess of 20, an additional pension which shall be equal to 1/60th of his or her final average salary; provided, however, that the total allowance payable pursuant to this section shall not exceed 3/4 of such members final salary.

VPD expressly revokes participation in Section 375-G, the Career Plan of the New York State Retirement and Social Security Law.

(c) The Village also agrees to provide Section 41-J. This applies in the earnings and accumulation of sick leave prior to a member's retirement where authorized by law, rule, regulation or written order or written policy. Allowable unused sick leave is limited to one thousand three hundred twenty (1,320) hours and is applied as additional service credit on a calendar basis. This time cannot be used to qualify a member for a benefit;

(d) At the time of retirement, the Police Officer will be entitled to receive a lump sum payment of accrued vacation time and will be paid by separate check at the time of retirement if the accrued vacation time is not used prior to the employee's retirement.

4.6 PERSONAL PROPERTY. Village agrees to reimburse Police Officers for breaking of eye glasses, dentures or watch on the following conditions:

(a) The Village will pay the difference between the actual replacement cost of the broken item and the amount paid by any health insurance policy in effect, in the event the breakage occurs during the performance of his or her duties and while the Police Officer is adhering to safety precautions and standards recommended by the Village;

(b) Village will not be responsible for lost eyeglasses or hearing aids;

(c) The affected Police Officer must report the damage to the Chief of Police prior to the Police Officer leaving the duty shift, or as soon after as reasonably possible; and

(d) The compensation paid for the broken item is subject to review by the Board of Trustees of the Village before any payment is made to the Police Officer.

4.7 UNIFORM ALLOWANCE. The Village will provide all items of uniform required for Police Duties.

(a) At the time of initial appointment, the items provided include three summer and three winter shirts, three pairs

of trousers; one tie, badges, collar pins, name tags, tie clasps, all leather gear, winter and fall overcoats, hand guns, hand cuffs, ammunition, a photo ID, badge case and appropriate head gear;

(b) Footwear will also be provided for every two years worn, with leave of thirty days or more excluded, with the style and cost of same to be determined by the Chief of Police to be reimbursed on presentation of receipt or paid directly to vendor on presentation of an invoice;

(c) Village will provide maintenance of uniforms and equipment; and

(d) On a quarterly basis, Village will provide Police Officers with \$100.00 as an allowance towards dry cleaning. This will be prorated when the Police Officer is on leave of thirty days or more in the quarter. Quarterly payments shall be made following the first Village Board meeting in December, March, June and September of each year.

ARTICLE V - MISCELLANEOUS

5.1 GRIEVANCE DEFINITION. The term "grievance" shall mean a difference or dispute as to the application or interpretation of the expressed terms of this Agreement and shall also include disciplinary action taken in reference to a Village Police Officer.

5.2 GRIEVANCE PROCEDURE. The following grievance procedure shall apply:

(a) Any Police Officer who has a grievance shall within

forty-eight (48) hours after the grievance arises or becomes known, present such grievance to the Chief of Police and the Chief of Police shall provide a reply to the grievance within forty-eight (48) hours thereafter.

(b) If the grievance is not settled, within three working days thereafter, the Police Committee of the Board of Trustees will receive the written grievance, and within fifteen (15) working days thereafter, said Committee will reply to the Police Officer in writing, or forward the grievance to the Board of Trustees. The Board of Trustees will answer the Police Officer in writing within thirty(30) calendar days thereafter.

5.3 LONGEVITY.

Upon completion of twenty (20) years of continuous service as a Police Officer for the Village, the Police Officer will receive an additional \$300.00 annually, prorated over the year, starting with the first full pay period following the anniversary date of the twentieth year of full-time employment;

5.4 SERGEANT.

(a) Responsibilities of a Sergeant will be determined by the Chief of Police, and may, but need not, include certain duties or responsibilities to be performed in absence of the Chief of Police; and

(b) Village will provide any special emblems or insignia necessary for the Sergeants's position.

5.5 TRAINING

(a) Village agrees to provide each Police Officer annual firearms training and instruction, subject to the approval of the Chief of Police and the Board of Trustees. The purpose of such instruction is to qualify the Police Officer with the weapon assigned to such Officer. Instruction is to be administered by a qualified instructor. Police Officer will receive such training during the regularly scheduled work day, except in unusual circumstances;

(b) Subject to approval of the Chief of Police and the Board of Trustees, Village agrees to provide Police Officers with in-service training, at the cost of the Village, said training to occur during regularly scheduled work days, except in unusual circumstances; and

(c) The Chief of Police may call monthly meetings of the entire department, said meetings not to exceed one hour in duration, on a date and time specified by the Chief of Police for good cause. Officers attending meetings shall be paid for attending and shall be paid for a minimum of one (1) hour.

5.6 DISABILITY. The rules of the State of New York as contained in the General Municipal law shall govern disability leave.

6.0 Personnel Files.

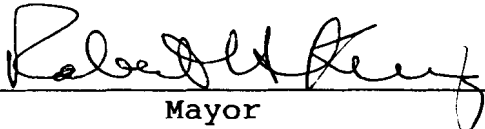
(a) The employee's personnel file shall contain all memoranda or documents related to the employee's performance on his/her job. There shall be only one personnel file for each

employee. An employee's personnel file shall be deemed confidential consistent with appropriate laws, rules, and regulations. The location, maintenance, and confidentiality of personnel files shall be the responsibility of the Chief of Police or his/her designee.

(b) Employees shall receive copies of all material placed in their official personnel file. Employee shall have the opportunity to review their own personnel file at a reasonable time upon written request to the Chief of Police/Department Head and as scheduled by the employer. Said review shall take place in the presence of the Police Chief/Department Head or his/her designee during normal business hours of the department. The employee may be accompanied in said review by Supervisor or his/her attorney. An employee may place in his/her personnel file written response to anything contained therein which the employee deems to be adverse.

IN WITNESS WHEREOF. the parties have agreed to sign this Agreement by their respective representatives following appropriate municipal authorization and appropriate VPD approval.

VILLAGE OF LOWVILLE

By: 
Mayor

VILLAGE OF LOWVILLE POLICE DEPARTMENT

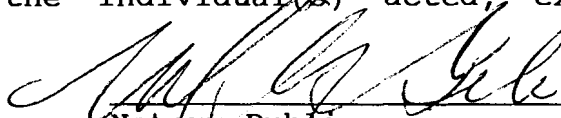
By: 
Authorized Representative

By: 
Authorized Representative

ACKNOWLEDGEMENTS

STATE OF NEW YORK)
) ss.:
COUNTY OF ~~JEFFERSON~~ Lewis)

On the 7 day of April in the year 2004 before me, the undersigned, a Notary Public in and for said state, personally appeared Robert King, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person(s) upon behalf of which the individual(s) acted, executed the instrument.



Notary Public

MARK G. GEBO
Notary Public, State of New York
No. 02GE4718101
Qualified in Jefferson County
Commission Expires September 30, 2005

STATE OF NEW YORK)
) ss.:
COUNTY OF ~~JEFFERSON~~ Lewis)

On the 9th day of April in the year 2004 before me, the undersigned, a Notary Public in and for said state, personally appeared JAMES M. DONAT / KERRY C. MARLE, personally known to me or proved to me on the basis of satisfactory evidence to be the individual(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their capacity(ies), and that by his/her/their signature(s) on the instrument, the individual(s), or the person(s) upon behalf of which the individual(s) acted, executed the instrument.



Notary Public

GARRETT H. LEE
Notary Public, State of New York
No. 02GE4718101
Qualified in Lewis County
Commission Expires March 08, 2007

VILLAGE OF LOWVILLE
VILLAGE POLICE DEPARTMENT
SCHEDULE OF SALARIES
2004 to 2006

STRAIGHT TIME HOURLY RATES			
CURRENT EMPLOYEES	2003-2004	2004-2005	2005-2006
Marolf, J. C.	15.55	16.02	16.50
Martin, M. J.	12.88	13.87	14.71
Monnat, J. M.	16.58	17.08	17.59
Padden-Jackson, S. A.	15.55	16.02	16.50
Roggie, R. L.	14.44	14.87	15.31

STRAIGHT TIME HOURLY RATES			
CURRENT EMPLOYEES	2003-2004	2004-2005	2005-2006
Step #1	11.18	11.98	12.79
Step #2*	12.25	12.75	13.27
Step #3	12.88	13.32	13.75
Step #4	13.50	13.87	14.23
Step #5	14.13	14.44	14.71

*After 2 years with certification or completion of Police School

NEW EMPLOYEES	ANNUAL SALARY 2003 - 2004
STEP 1	\$23,254.00
STEP 2 - After 2 years with certification or completion of Police school	\$25,480.00
STEP 3 - After 3 years	\$26,790.00
STEP 4 - After 4 years	\$28,080.00
STEP 5 - After 5 years	\$29,390.00

NEW EMPLOYEES	ANNUAL SALARY 2004 - 2005
STEP 1	\$24,918.00
STEP 2 - After 2 years with certification or completion of Police school	\$26,520.00
STEP 3 - After 3 years	\$27,706.00
STEP 4 - After 4 years	\$28,850.00
STEP 5 - After 5 years	\$30,035.00

NEW EMPLOYEES	ANNUAL SALARY 2005 - 2006
STEP 1	\$26,603.00
STEP 2 - After 2 years with certification or completion of Police school	\$27,602.00
STEP 3 - After 3 years	\$28,600.00
STEP 4 - After 4 years	\$29,598.00
STEP 5 - After 5 years	\$30,597.00