

ARTICLE 14: PAY PROVISIONS

Section 1

A. For FY 2021-2022, bargaining unit members shall be eligible for a performance-based increase of 3% of salary based upon a mutually agreed upon performance evaluation. Bargaining unit employees who receive an overall performance rating of meets expectations/satisfactory or higher will receive a 3% performance-based increase. Bargaining unit employees who receive an overall performance rating below meets expectations/satisfactory shall not receive any performance-based increase. The performance evaluations shall be conducted during the first quarter of FY 2021-2022 and any pay adjustments shall be made retroactive to October 1, 2021.

B. For FY2021-2022, bargaining unit members will be eligible for step increases on their anniversary dates using the Step Construction below. Each bargaining unit member is eligible for no more than one step increase per fiscal year.

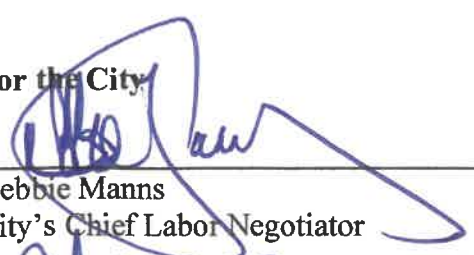
C. For FY 2023-2024, all bargaining unit members shall receive a COLA (Cost of Living Adjustment) of five percent (5%). All bargaining unit members shall advance one step as previous negotiated in FY2022-2023. ~~Wage increases, including step, merit, and across-the-board increases, for Fiscal Years 2022-2023 and 2023-2024 shall be established through reopener negotiations.~~ *To be paid no later than 11/23/2023*

D. All wage increases, including but not limited to step, merit, and across-the-board increases, are limited to the life of this Agreement and no such increases will be given after expiration of this contract except as established in negotiations for a successor agreement.

Section 2. Cleaning Allowance

A. The employer agrees, pursuant to B, C, and D below, for the term of this agreement to continue the current cleaning allowance for those eligible as determined by the Chief of Police.


For the City


Debbie Manns
City's Chief Labor Negotiator

Date

10/10/2023

For PBA


George J. Corwine
PBA's Chief Labor Negotiator

Date

10/10/2023

| | |
|-----------------|-------|
| Dispatchers | \$500 |
| Police Officers | \$500 |
| Detectives | \$500 |
| Corporals | \$500 |
| Sergeants | \$500 |

27 B. At such a time the City determines that it would be in the best interest to contract
28 the cleaning of uniforms to an outside cleaning establishment the City reserves the right to do
29 so.

30 C. There shall be no payment of cleaning allowance to employees upon contracting
31 out. The employer agrees for the term of this agreement, to pro-rate accrued payment for those
32 eligible as determined by the Chief of Police up to the time of contracting out to an outside
33 cleaning establishment.

34 D. The cleaning allowance shall be paid in two installments for those eligible and
35 authorized. One payment on or about April 15th and one payment on or about September 15th,
36 for each fiscal year ending on September 30th. Probationary employees shall be paid on a pro-
37 rata basis up to the amount accrued :from their original date of hire on the above date.

38 E. The PBA agrees that the employer shall not be required to further bargain over
39 the impact of management decision to contract out the cleaning and maintenance of uniforms.


40 F. The City agrees that the pick up and delivery point for cleaning and
41 maintenance will be at the police station.

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46 Section 3. Clothing Allowances

47 A. The employer agrees pursuant to B, C and D below, for the term of this
48 agreement, to continue to make available a clothing allowance for appropriately designated
49 employees after successful completion of their one (1) year probationary period.

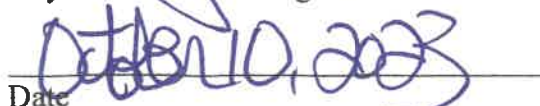
50 B. The amount of the Clothing Allowance shall be up to a maximum of \$500
51 annually.

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For the City



Debbie Manns
City's Chief Labor Negotiator

Date




October 10, 2023

For PBA



George J. Corwine
PBA's Chief Labor Negotiator

Date



10/10/2023

55 C. An employee who is designated as eligible to receive the Clothing Allowance
56 shall be reimbursed up to the maximum amount authorized upon turning in proper receipts for
57 appropriate clothing purchase and signing a certification form stating that all clothing
58 purchased will be appropriate for the purpose of fulfilling their duties as Detectives or such
59 payment shall be forfeited.

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61 D. Upon producing proper receipts for appropriate clothing purchases, an
62 employee may receive a Clothing Allowance reimbursement on or about September 15th for
63 each fiscal year ending September 30th.

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66 Section 4. Detective Allowance Pay

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68 Bargaining unit employees who are regularly assigned to the Detective Bureau will receive a
69 stipend of \$3,000 each fiscal year they are regularly assigned to the Detective Bureau. This
70 stipend will be prorated for employees serving less than the full year in the Detective Bureau.
71 ~~Employees who are formally assigned, approved, and classified by the Chief and the City~~
72 ~~Manager as Detectives shall receive twenty dollars (\$20.00) per week in a special payment.~~
73 ~~This will be paid on or about September 15, of each fiscal year.~~
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75 Section 5. Uniforms and Equipment

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77 The employer agrees to continue the current policies of providing uniforms and equipment.

78 Section 6. Entry Level Salary Arrangement

79 Management reserves the right to enter into an entry level salary arrangement with any newly
80 hired employee based upon experience or qualifications at a level set by management at its sole
81 discretion.

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83 Section 7. Christmas and Holiday Bonus

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85 Members of the bargaining unit are eligible for the same Christmas and holiday bonus offered
86 other employees.

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88
For the City



Debbie Manns
City's Chief Labor Negotiator



Date

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George J. Corwine
PBA's Chief Labor Negotiator



Date

89 Section 8.

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91 Compensation for Field Training Officers (FTO) - The City is willing to compensate field
92 training officers with a wage adjustment. Bargaining unit members who are assigned as Field
93 Training Officers shall be compensated at the rate of \$24.00 for each Daily Observation Report
94 (DOR) completed. This compensation will apply to bargaining unit members that
95 have successfully completed the required training, are in good standing with the Department,
96 and designated as an active, full-time FTO by the Chief of Police.

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98 Section 9.

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100 Compensation for Traffic Homicide Investigators (THI) - The city is willing to provide
101 compensation to employees trained to serve as traffic homicide investigators. The amount of
102 the compensation will be \$1,040.00 per year. Appointments to the position of Traffic Homicide
103 Investigator are at the sole discretion of the Police Chief.

104 Section 10

105 Bargaining unit members shall receive a shift differential of \$0.50 for each hour actually
106 worked between the hours of 1900 and 0700 hours.

For the City




Debbie Manns
City's Chief Labor Negotiator



Date

For PBA



George J. Corwine
PBA's Chief Labor Negotiator



Date