

POLICE MANAGEMENT LEOFF II - Effective January 1st 2018

APPENDIX A

3% Wage Adjustment

LIEUTENANT

2088 Hrs Worked Per Yr	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BASE	6.7% Min Spread				
ANNUAL	112,040.88	114,561.84	117,139.44	119,775.12	122,470.08
MONTHLY	9,336.74	9,546.82	9,761.62	9,981.26	10,205.84
SEMI-MONTHLY	4,668.37	4,773.41	4,880.81	4,990.63	5,102.92
HOURLY	53.66	54.87	56.10	54.87	58.65
MAX. DEF. COMP. 5.50%	256.76	262.54	268.44	274.48	280.66
<u>1.25% COMMENCING 6 THROUGH 10 YEARS CONTINUOUS EMPLOYMENT</u>					
ANNUAL	113,441.28	115,993.92	118,603.68	121,272.24	124,001.04
MONTHLY	9,453.44	9,666.16	9,883.64	10,106.02	10,333.42
SEMI-MONTHLY	4,726.72	4,833.08	4,941.82	5,053.01	5,166.71
HOURLY	54.33	55.55	56.80	58.08	59.39
<u>2.25% COMMENCING 11 THROUGH 15 YEARS CONTINUOUS EMPLOYMENT</u>					
ANNUAL	114,561.84	117,139.44	119,775.12	122,470.08	125,225.76
MONTHLY	9,546.82	9,761.62	9,981.26	10,205.84	10,435.48
SEMI-MONTHLY	4,773.41	4,880.81	4,990.63	5,102.92	5,217.74
HOURLY	54.87	56.10	57.36	58.65	59.97
<u>3.75% COMMENCING 16 THROUGH 20 YEARS CONTINUOUS EMPLOYMENT</u>					
ANNUAL	116,242.32	118,857.84	121,532.16	124,266.72	127,062.72
MONTHLY	9,686.86	9,904.82	10,127.68	10,355.56	10,588.56
SEMI-MONTHLY	4,843.43	4,952.41	5,063.84	5,177.78	5,294.28
HOURLY	55.67	56.92	58.21	59.51	60.85
<u>7.75% COMMENCING 21 THROUGH 25 YEARS CONTINUOUS EMPLOYMENT</u>					
ANNUAL	120,724.08	123,440.40	126,217.68	129,057.60	131,961.60
MONTHLY	10,060.34	10,286.70	10,518.14	10,754.80	10,996.80
SEMI-MONTHLY	5,030.17	5,143.35	5,259.07	5,377.40	5,498.40
HOURLY	57.82	59.12	60.45	61.81	63.20
<u>9% COMMENCING 26 YEARS AND OVER CONTINUOUS EMPLOYMENT</u>					
ANNUAL	122,124.48	124,872.48	127,681.92	130,554.96	133,492.32
MONTHLY	10,177.04	10,406.04	10,640.16	10,879.58	11,124.36
SEMI-MONTHLY	5,088.52	5,203.02	5,320.08	5,439.79	5,562.18
HOURLY	58.49	59.80	61.15	62.53	63.93

2.25% Steps Between Each Pay Step

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CAPTAIN

2088 Hrs Worked Per Yr	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BASE	4.2% Min Spread				
ANNUAL	127,613.76	130,485.12	133,421.04	136,422.96	139,492.56
MONTHLY	10,634.48	10,873.76	11,118.42	11,368.58	11,624.38
SEMI-MONTHLY	5,317.24	5,436.88	5,559.21	5,684.29	5,812.19
HOURLY	61.12	62.49	63.90	65.34	66.81
MAX. DEF. COMP. 5.50%	292.45	299.03	305.76	312.64	319.67

1.25% COMMENCING 6 THROUGH 10 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	129,209.04	132,116.16	135,088.80	138,128.16	141,236.16
MONTHLY	10,767.42	11,009.68	11,257.40	11,510.68	11,769.68
SEMI-MONTHLY	5,383.71	5,504.84	5,628.70	5,755.34	5,884.84
HOURLY	61.88	63.27	64.70	66.15	67.64

2.25% COMMENCING 11 THROUGH 15 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	130,485.12	133,421.04	136,422.96	139,492.56	142,631.04
MONTHLY	10,873.76	11,118.42	11,368.58	11,624.38	11,885.92
SEMI-MONTHLY	5,436.88	5,559.21	5,684.29	5,812.19	5,942.96
HOURLY	62.49	63.90	65.34	66.81	68.31

3.75% COMMENCING 16 THROUGH 20 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	132,399.36	135,378.24	138,424.32	141,538.80	144,723.60
MONTHLY	11,033.28	11,281.52	11,535.36	11,794.90	12,060.30
SEMI-MONTHLY	5,516.64	5,640.76	5,767.68	5,897.45	6,030.15
HOURLY	63.41	64.84	66.30	67.79	69.31

7.75% COMMENCING 21 THROUGH 25 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	137,503.92	140,597.76	143,761.20	146,995.68	150,303.12
MONTHLY	11,458.66	11,716.48	11,980.10	12,249.64	12,525.26
SEMI-MONTHLY	5,729.33	5,858.24	5,990.05	6,124.82	6,262.63
HOURLY	65.85	67.34	68.85	70.40	71.98

9% COMMENCING 26 YEARS AND OVER CONTINUOUS EMPLOYMENT

ANNUAL	139,098.96	142,228.80	145,428.96	148,701.12	152,046.96
MONTHLY	11,591.58	11,852.40	12,119.08	12,391.76	12,670.58
SEMI-MONTHLY	5,795.79	5,926.20	6,059.54	6,195.88	6,335.29
HOURLY	66.62	68.12	69.65	71.22	72.82

2.25% Steps Between Each Pay Step

POLICE MANAGEMENT LEOFF II - Effective January 1st 2019

APPENDIX A

2.5% Wage Adjustment

LIEUTENANT

2088 Hrs Worked Per Yr	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BASE	6.7% Min Spread				
ANNUAL	114,870.24	117,454.80	120,097.44	122,799.60	125,562.48
MONTHLY	9,572.52	9,787.90	10,008.12	10,233.30	10,463.54
SEMI-MONTHLY	4,786.26	4,893.95	5,004.06	5,116.65	5,231.77
HOURLY	55.01	56.25	57.52	58.75	60.14
MAX. DEF. COMP. 5.50%	263.24	269.17	275.22	281.42	287.75
1.25% COMMENCING 6 THROUGH 10 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	116,306.16	118,922.88	121,598.64	124,334.64	127,132.08
MONTHLY	9,692.18	9,910.24	10,133.22	10,361.22	10,594.34
SEMI-MONTHLY	4,846.09	4,955.12	5,066.61	5,180.61	5,297.17
HOURLY	55.70	56.96	58.24	59.55	60.89
2.25% COMMENCING 11 THROUGH 15 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	117,454.80	120,097.44	122,799.60	125,562.48	128,387.52
MONTHLY	9,787.90	10,008.12	10,233.30	10,463.54	10,698.96
SEMI-MONTHLY	4,893.95	5,004.06	5,116.65	5,231.77	5,349.48
HOURLY	56.25	57.52	58.81	60.14	61.49
3.75% COMMENCING 16 THROUGH 20 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	119,177.76	121,859.28	124,601.04	127,404.48	130,271.04
MONTHLY	9,931.48	10,154.94	10,383.42	10,617.04	10,855.92
SEMI-MONTHLY	4,965.74	5,077.47	5,191.71	5,308.52	5,427.96
HOURLY	57.08	58.36	59.67	61.02	62.39
7.75% COMMENCING 21 THROUGH 25 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	123,772.80	126,557.52	129,404.88	132,316.56	135,293.52
MONTHLY	10,314.40	10,546.46	10,783.74	11,026.38	11,274.46
SEMI-MONTHLY	5,157.20	5,273.23	5,391.87	5,513.19	5,637.23
HOURLY	59.28	60.61	61.98	63.37	64.80
9% COMMENCING 26 YEARS AND OVER CONTINUOUS EMPLOYMENT					
ANNUAL	125,208.48	128,025.84	130,906.32	133,851.60	136,863.12
MONTHLY	10,434.04	10,668.82	10,908.86	11,154.30	11,405.26
SEMI-MONTHLY	5,217.02	5,334.41	5,454.43	5,577.15	5,702.63
HOURLY	59.97	61.32	62.69	64.11	65.55

2.25% Steps Between Each Pay Step

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2.5% Wage Adjustment

CAPTAIN

2088 Hrs Worked Per Yr	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BASE	4.2% Min Spread				
ANNUAL	130,836.00	133,779.84	136,789.92	139,867.68	143,014.80
MONTHLY	10,903.00	11,148.32	11,399.16	11,655.64	11,917.90
SEMI-MONTHLY	5,451.50	5,574.16	5,699.58	5,827.82	5,958.95
HOURLY	62.66	64.07	65.51	66.99	68.49
MAX. DEF. COMP. 5.50%	299.83	306.58	313.48	320.53	327.74
1.25% COMMENCING 6 THROUGH 10 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	132,471.36	135,452.16	138,499.68	141,616.08	144,802.56
MONTHLY	11,039.28	11,287.68	11,541.64	11,801.34	12,066.88
SEMI-MONTHLY	5,519.64	5,643.84	5,770.82	5,900.67	6,033.44
HOURLY	63.44	64.87	66.33	67.82	69.35
2.25% COMMENCING 11 THROUGH 15 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	133,779.84	136,789.92	139,867.68	143,014.80	146,232.72
MONTHLY	11,148.32	11,399.16	11,655.64	11,917.90	12,186.06
SEMI-MONTHLY	5,574.16	5,699.58	5,827.82	5,958.95	6,093.03
HOURLY	64.07	65.51	66.99	68.49	70.03
3.75% COMMENCING 16 THROUGH 20 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	135,742.32	138,796.56	141,919.44	145,112.64	148,377.84
MONTHLY	11,311.86	11,566.38	11,826.62	12,092.72	12,364.82
SEMI-MONTHLY	5,655.93	5,783.19	5,913.31	6,046.36	6,182.41
HOURLY	65.01	66.47	67.97	69.50	71.06
7.75% COMMENCING 21 THROUGH 25 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	140,975.76	144,147.84	147,391.20	150,707.52	154,098.48
MONTHLY	11,747.98	12,012.32	12,282.60	12,558.96	12,841.54
SEMI-MONTHLY	5,873.99	6,006.16	6,141.30	6,279.48	6,420.77
HOURLY	67.52	69.04	70.59	72.18	73.80
9% COMMENCING 26 YEARS AND OVER CONTINUOUS EMPLOYMENT					
ANNUAL	142,611.36	145,819.92	149,100.96	152,455.68	155,886.24
MONTHLY	11,884.28	12,151.66	12,425.08	12,704.64	12,990.52
SEMI-MONTHLY	5,942.14	6,075.83	6,212.54	6,352.32	6,495.26
HOURLY	68.30	69.84	71.41	73.02	74.66

2.25% Steps Between Each Pay Step

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2.5% Wage Adjustment

LIEUTENANT

2096 Hrs Worked Per Yr	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BASE	6.7% Min Spread				
ANNUAL	118,150.80	120,809.28	123,527.52	126,306.96	129,148.80
MONTHLY	9,845.90	10,067.44	10,293.96	10,525.58	10,762.40
SEMI-MONTHLY	4,922.95	5,033.72	5,146.98	5,262.79	5,381.20
HOURLY	56.37	57.64	58.93	57.64	61.62
MAX. DEF. COMP. 5.50%	270.76	276.85	283.08	289.45	295.97
1.25% COMMENCING 6 THROUGH 10 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	119,627.76	122,319.36	125,071.68	127,885.68	130,763.28
MONTHLY	9,968.98	10,193.28	10,422.64	10,657.14	10,896.94
SEMI-MONTHLY	4,984.49	5,096.64	5,211.32	5,328.57	5,448.47
HOURLY	57.07	58.36	59.67	61.01	62.39
2.25% COMMENCING 11 THROUGH 15 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	120,809.28	123,527.52	126,306.96	129,148.80	132,054.72
MONTHLY	10,067.44	10,293.96	10,525.58	10,762.40	11,004.56
SEMI-MONTHLY	5,033.72	5,146.98	5,262.79	5,381.20	5,502.28
HOURLY	57.64	58.93	60.26	61.62	63.00
3.75% COMMENCING 16 THROUGH 20 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	122,581.44	125,339.52	128,159.76	131,043.36	133,992.00
MONTHLY	10,215.12	10,444.96	10,679.98	10,920.28	11,166.00
SEMI-MONTHLY	5,107.56	5,222.48	5,339.99	5,460.14	5,583.00
HOURLY	58.48	59.80	61.14	62.52	63.93
7.75% COMMENCING 21 THROUGH 25 YEARS CONTINUOUS EMPLOYMENT					
ANNUAL	127,307.52	130,171.92	133,100.88	136,095.84	139,157.76
MONTHLY	10,608.96	10,847.66	11,091.74	11,341.32	11,596.48
SEMI-MONTHLY	5,304.48	5,423.83	5,545.87	5,670.66	5,798.24
HOURLY	60.74	62.10	63.50	64.93	66.39
9% COMMENCING 26 YEARS AND OVER CONTINUOUS EMPLOYMENT					
ANNUAL	128,784.48	131,682.00	134,645.04	137,674.56	140,772.24
MONTHLY	10,732.04	10,973.50	11,220.42	11,472.88	11,731.02
SEMI-MONTHLY	5,366.02	5,486.75	5,610.21	5,736.44	5,865.51
HOURLY	61.44	62.83	64.24	65.68	67.16

2.25% Steps Between Each Pay Step

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2.5% Wage Adjustment

CAPTAIN					
2096 Hrs Worked Per Yr	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
BASE	4.2% Min Spread				
ANNUAL	134,573.04	137,600.88	140,696.88	143,862.48	147,099.36
MONTHLY	11,214.42	11,466.74	11,724.74	11,988.54	12,258.28
SEMI-MONTHLY	5,607.21	5,733.37	5,862.37	5,994.27	6,129.14
HOURLY	64.20	65.65	67.13	68.64	70.18
MAX. DEF. COMP. 5.50%	308.40	315.34	322.43	329.68	337.10

1.25% COMMENCING 6 THROUGH 10 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	136,255.20	139,320.96	142,455.60	145,660.80	148,938.00
MONTHLY	11,354.60	11,610.08	11,871.30	12,138.40	12,411.50
SEMI-MONTHLY	5,677.30	5,805.04	5,935.65	6,069.20	6,205.75
HOURLY	65.01	66.47	67.97	69.49	71.06

2.25% COMMENCING 11 THROUGH 15 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	137,600.88	140,696.88	143,862.48	147,099.36	150,409.20
MONTHLY	11,466.74	11,724.74	11,988.54	12,258.28	12,534.10
SEMI-MONTHLY	5,733.37	5,862.37	5,994.27	6,129.14	6,267.05
HOURLY	65.65	67.13	68.64	70.18	71.76

3.75% COMMENCING 16 THROUGH 20 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	139,619.52	142,760.88	145,973.04	149,257.44	152,615.52
MONTHLY	11,634.96	11,896.74	12,164.42	12,438.12	12,717.96
SEMI-MONTHLY	5,817.48	5,948.37	6,082.21	6,219.06	6,358.98
HOURLY	66.61	68.11	69.64	71.21	72.81

7.75% COMMENCING 21 THROUGH 25 YEARS CONTINUOUS EMPLOYMENT

ANNUAL	145,002.48	148,265.04	151,600.80	155,011.92	158,499.60
MONTHLY	12,083.54	12,355.42	12,633.40	12,917.66	13,208.30
SEMI-MONTHLY	6,041.77	6,177.71	6,316.70	6,458.83	6,604.15
HOURLY	69.18	70.74	72.33	73.96	75.62

9% COMMENCING 26 YEARS AND OVER CONTINUOUS EMPLOYMENT

ANNUAL	146,684.64	149,984.88	153,359.52	156,810.00	160,338.24
MONTHLY	12,223.72	12,498.74	12,779.96	13,067.50	13,361.52
SEMI-MONTHLY	6,111.86	6,249.37	6,389.98	6,533.75	6,680.76
HOURLY	69.98	71.56	73.17	74.81	76.50

2.25% Steps Between Each Pay Step