



# City of West Allis

7525 W. Greenfield Ave.  
West Allis, WI 53214

## Ordinance

**File Number: O-2013-0055**

**Final Action:**

**Sponsor(s):** Administration & Finance Committee

**DEC 03 2013**

An Ordinance to establish the salaries of certain officers and employees in the Police Department for 2014 and 2015.

The Common Council for the City of West Allis do ordain as follows:

PART I. The wages and salary ranges for the officers and employees of the Police Department, commencing January 1, 2014, shall be as listed in Attachment 1 (Schedule R and P).

PART II. The wages and salary ranges for the officers and employees of the Police Department, commencing January 1, 2015, shall be as listed in Attachment 2 (Schedule R and P).

PART III.

(a) The duty assignments of Specialist I positions of S.I.U. Patrol Officer, Warrant Officer, Neighborhood Watch/THINK Officer, School Resource Officer, and Canine Handler/Drug Detection Canine Officer shall be compensated at the Corporal rate of pay.

(b) The duty assignments of Specialist II positions of Traffic Investigator, Court Liaison Sergeant, Desk Sergeant, High School Liaison Officer, Middle School Liaison Officer, and Accreditation Compliance Officer shall be compensated at the Detective rate of pay.

(c) The duty assignments of Specialist III positions of S.I.U. Sergeant, Forensic/Technology Bureau Specialist, and Training Bureau Sergeant shall be compensated at the Detective Sergeant rate of pay.

PART IV. Employees listed in Parts I through VI shall receive additional compensation for out-of-classification assignments by the Chief of Police as follows:

(a) Police Officers assigned to the main desk in the Communications Center shall receive an additional seventy-five cents (\$0.75) per hour for every hour worked. No out-of-classification shall be paid to officers assigned to "limited duty."

(b) Two (2) Patrol Officers (as determined by the Police Chief or designee) on each shift who are designated to work as an Acting Patrol Sergeant shall receive an additional \$25 per month. Patrol Officers when assigned as Acting Patrol Sergeant shall receive an additional one dollar and fifty cents (\$1.50) per hour for every hour worked. Seniority does not apply in assignment.

- (c) When a Patrol Officer is a designated primary or secondary Field Training Officer in a training cycle, s/he shall receive an additional \$25 per month. Patrol Officers when assigned as Field Training Officer shall receive an additional one dollar (\$1.00) per hour for every hour worked.
- (d) Association Member (excluding Specialist III) when assigned to the Training Bureau as an Instructor shall receive an additional one dollar (\$1.00) per hour for every hour worked.
- (e) Patrol Officers when assigned for an entire shift as Court Liaison Officer shall receive an additional six dollars (\$6.00) per day.
- (f) Patrol Officers when assigned as a Court Liaison (weekends only) shall receive an additional one dollar and fifty cents (\$1.50) per hour for every hour worked.
- (g) Road Sergeant shall receive an additional fifteen dollars (\$15.00) bi-weekly.
- (h) Sworn Personnel when assigned as a Crisis Response Unit member shall receive an additional forty dollars (\$40.00) per month.
- (i) Four (4) detectives (as determined by the Police Chief or designee) from the Detective/Sensitive Crimes Bureau who are assigned to primary investigator status shall receive an additional \$25 per month in addition to any overtime hours worked.
- (j) Sworn Personnel when assigned as Acting Commanding Officer shall receive an additional one dollar and fifty cents (\$1.50) per hour for each hour worked, excluding daily lunch hour.

PART V. Step Increments.

Employees will move from the minimum step in the pay range to the maximum step in annual increments from the date of appointment. Any employee promoted or reclassified to a higher paying position shall be advanced to that step of the salary range of the higher paying position which will result in a pay increase of not less than eight dollars (\$8.00) bi-weekly.

In the event any position is reallocated to a pay range higher than the pay range in which it is listed during the term of this Agreement, employees affected shall be placed in the same step in the reallocated pay range as they were and employees shall retain the same anniversary date for the purpose of movement from the minimum step to the maximum step in the pay range as they had in their previous pay range, unless otherwise specifically provided.

PART VI. Bi-Weekly Basis of Wages.

Wages and salaries provided in this ordinance are on a bi-weekly basis, except where an hourly rate only is shown for a position. Annual, monthly, or hourly salaries or wages, where shown in this ordinance, are for reference purposes only, except where only an hourly rate is shown for a position.

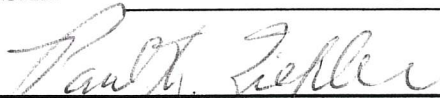
PART VII. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

PART XII. This ordinance shall take effect January 1, 2014 and be in force from and after its passage and publication.

ADM\ORDRES\ADMO.POLICE 2014.2015

PASSED

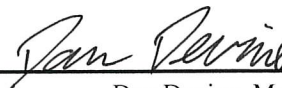
DEC 03 2013



Paul M. Ziehler, City Admin. Officer, Clerk/Treas.

APPROVED

12/9/13



Dan Devine, Mayor

POLICE DEPARTMENT  
January 4, 2014 - January 2, 2015  
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	21.824	25.263	27.482	29.698	31.376	32.800
	Bi-Weekly	1,745.920	2,021.040	2,198.560	2,375.840	2,510.080	2,624.000
	Annual	45,393.920	52,547.040	57,162.560	61,771.840	65,262.080	68,224.000
	Holiday	2,990.020	3,461.180	3,765.200	4,068.800	4,298.700	4,493.800
	Total Annual Pay	48,383.940	56,008.220	60,927.760	65,840.640	69,560.780	72,717.800
Corporal (Specialist I **)	Hourly	34.211	0.000	0.000	0.000	0.000	0.000
	Bi-Weekly	2,736.880	0.000	0.000	0.000	0.000	0.000
	Annual	71,158.880	0.000	0.000	0.000	0.000	0.000
	Holiday	4,687.110	0.000	0.000	0.000	0.000	0.000
	Total Annual Pay	75,845.990	0.000	0.000	0.000	0.000	0.000
Detective (Specialist II ***)	Hourly	34.838	36.159	0.000	0.000	0.000	0.000
	Bi-Weekly	2,787.040	2,892.720	0.000	0.000	0.000	0.000
	Annual	72,463.040	75,210.720	0.000	0.000	0.000	0.000
	Holiday	4,773.010	4,954.000	0.000	0.000	0.000	0.000
	Total Annual Pay	77,236.050	80,164.720	0.000	0.000	0.000	0.000
Sergeant of Police	Hourly	34.838	36.416	0.000	0.000	0.000	0.000
	Bi-Weekly	2,787.040	2,913.280	0.000	0.000	0.000	0.000
	Annual	72,463.040	75,745.280	0.000	0.000	0.000	0.000
	Holiday	4,773.010	4,989.210	0.000	0.000	0.000	0.000
	Total Annual Pay	77,236.050	80,734.490	0.000	0.000	0.000	0.000
Detective Sergeant (Specialist III ****)	Hourly	36.765	37.302	0.000	0.000	0.000	0.000
	Bi-Weekly	2,941.200	2,984.160	0.000	0.000	0.000	0.000
	Annual	76,471.200	77,588.160	0.000	0.000	0.000	0.000
	Holiday	5,037.030	5,110.600	0.000	0.000	0.000	0.000
	Total Annual Pay	81,508.230	82,698.760	0.000	0.000	0.000	0.000

POLICE DEPARTMENT  
January 4, 2014 - January 2, 2015  
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	21.420	24.789	26.965	29.139	30.786	32.180
	Bi-Weekly	1,713.600	1,983.120	2,157.200	2,331.120	2,462.880	2,574.400
	Annual	44,553.600	51,561.120	56,087.200	60,609.120	64,034.880	66,934.400
	Holiday	2,934.670	3,396.240	3,694.370	3,992.220	4,217.870	4,408.850
	Total Annual Pay	47,488.270	54,957.360	59,781.570	64,601.340	68,252.750	71,343.250
		76.000	9.500				
Corporal (Specialist I **)	Hourly	33.569	0.000	0.000	0.000	0.000	0.000
	Bi-Weekly	2,685.520	0.000	0.000	0.000	0.000	0.000
	Annual	69,823.520	0.000	0.000	0.000	0.000	0.000
	Holiday	4,599.150	0.000	0.000	0.000	0.000	0.000
	Total Annual Pay	74,422.670	0.000	0.000	0.000	0.000	0.000
Detective (Specialist II ***)	Hourly	34.177	35.476	0.000	0.000	0.000	0.000
	Bi-Weekly	2,734.160	2,838.080	0.000	0.000	0.000	0.000
	Annual	71,088.160	73,790.080	0.000	0.000	0.000	0.000
	Holiday	4,682.450	4,860.420	0.000	0.000	0.000	0.000
	Total Annual Pay	75,770.610	78,650.500	0.000	0.000	0.000	0.000
Sergeant of Police	Hourly	34.177	35.721	0.000	0.000	0.000	0.000
	Bi-Weekly	2,734.160	2,857.680	0.000	0.000	0.000	0.000
	Annual	71,088.160	74,299.680	0.000	0.000	0.000	0.000
	Holiday	4,682.450	4,893.990	0.000	0.000	0.000	0.000
	Total Annual Pay	75,770.610	79,193.670	0.000	0.000	0.000	0.000
Detective Sergeant (Specialist III ****)	Hourly	36.070	36.595	0.000	0.000	0.000	0.000
	Bi-Weekly	2,885.600	2,927.600	0.000	0.000	0.000	0.000
	Annual	75,025.600	76,117.600	0.000	0.000	0.000	0.000
	Holiday	4,941.810	5,013.730	0.000	0.000	0.000	0.000
	Total Annual Pay	79,967.410	81,131.330	0.000	0.000	0.000	0.000

POLICE DEPARTMENT  
January 3, 2015 - December 31, 2015  
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	22.260	25.768	28.032	30.292	32.004	33.456
	Bi-Weekly	1,780.800	2,061.440	2,242.560	2,423.360	2,560.320	2,676.480
	Annual	46,300.800	53,597.440	58,306.560	63,007.360	66,568.320	69,588.480
	Holiday	3,049.750	3,530.370	3,840.550	4,150.190	4,384.740	4,583.670
	Total Annual Pay	49,350.550	57,127.810	62,147.110	67,157.550	70,953.060	74,172.150
Corporal (Specialist I **)	Hourly	34.895	0.000	0.000	0.000	0.000	0.000
	Bi-Weekly	2,791.600	0.000	0.000	0.000	0.000	0.000
	Annual	72,581.600	0.000	0.000	0.000	0.000	0.000
	Holiday	4,780.820	0.000	0.000	0.000	0.000	0.000
	Total Annual Pay	77,362.420	0.000	0.000	0.000	0.000	0.000
Detective (Specialist II ***)	Hourly	35.535	36.882	0.000	0.000	0.000	0.000
	Bi-Weekly	2,842.800	2,950.560	0.000	0.000	0.000	0.000
	Annual	73,912.800	76,714.560	0.000	0.000	0.000	0.000
	Holiday	4,868.510	5,053.050	0.000	0.000	0.000	0.000
	Total Annual Pay	78,781.310	81,767.610	0.000	0.000	0.000	0.000
Sergeant of Police	Hourly	35.535	37.144	0.000	0.000	0.000	0.000
	Bi-Weekly	2,842.800	2,971.520	0.000	0.000	0.000	0.000
	Annual	73,912.800	77,259.520	0.000	0.000	0.000	0.000
	Holiday	4,868.510	5,088.950	0.000	0.000	0.000	0.000
	Total Annual Pay	78,781.310	82,348.470	0.000	0.000	0.000	0.000
Detective Sergeant (Specialist III ****)	Hourly	37.500	38.048	0.000	0.000	0.000	0.000
	Bi-Weekly	3,000.000	3,043.840	0.000	0.000	0.000	0.000
	Annual	78,000.000	79,139.840	0.000	0.000	0.000	0.000
	Holiday	5,137.720	5,212.800	0.000	0.000	0.000	0.000
	Total Annual Pay	83,137.720	84,352.640	0.000	0.000	0.000	0.000

POLICE DEPARTMENT  
January 3, 2015 - December 31, 2015  
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	21.848	25.285	27.504	29.722	31.402	32.824
	Bi-Weekly	1,747.840	2,022.800	2,200.320	2,377.760	2,512.160	2,625.920
	Annual	45,443.840	52,592.800	57,208.320	61,821.760	65,316.160	68,273.920
	Holiday	2,993.310	3,464.200	3,768.210	4,072.090	4,302.260	4,497.080
	Total Annual Pay	48,437.150	56,057.000	60,976.530	65,893.850	69,618.420	72,771.000
Corporal (Specialist I **)	Hourly	34.240	9.595	0.000	0.000	0.000	0.000
	Bi-Weekly	2,739.200	767.600	0.000	0.000	0.000	0.000
	Annual	71,219.200	19,957.600	0.000	0.000	0.000	0.000
	Holiday	4,691.090	1,314.570	0.000	0.000	0.000	0.000
	Total Annual Pay	75,910.290	21,272.170	0.000	0.000	0.000	0.000
Detective (Specialist II ***)	Hourly	34.861	36.186	0.000	0.000	0.000	0.000
	Bi-Weekly	2,788.880	2,894.880	0.000	0.000	0.000	0.000
	Annual	72,510.880	75,266.880	0.000	0.000	0.000	0.000
	Holiday	4,776.170	4,957.700	0.000	0.000	0.000	0.000
	Total Annual Pay	77,287.050	80,224.580	0.000	0.000	0.000	0.000
Sergeant of Police	Hourly	34.861	36.435	0.000	0.000	0.000	0.000
	Bi-Weekly	2,788.880	2,914.800	0.000	0.000	0.000	0.000
	Annual	72,510.880	75,784.800	0.000	0.000	0.000	0.000
	Holiday	4,776.170	4,991.810	0.000	0.000	0.000	0.000
	Total Annual Pay	77,287.050	80,776.610	0.000	0.000	0.000	0.000
Detective Sergeant (Specialist III ****)	Hourly	36.791	37.327	0.000	0.000	0.000	0.000
	Bi-Weekly	2,943.280	2,986.160	0.000	0.000	0.000	0.000
	Annual	76,525.280	77,640.160	0.000	0.000	0.000	0.000
	Holiday	5,040.590	5,114.020	0.000	0.000	0.000	0.000
	Total Annual Pay	81,565.870	82,754.180	0.000	0.000	0.000	0.000

COMMUNITY **CNI** NEWSPAPERS

AFFIDAVIT OF PUBLICATION

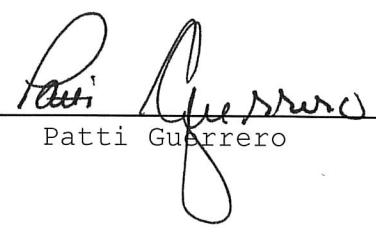
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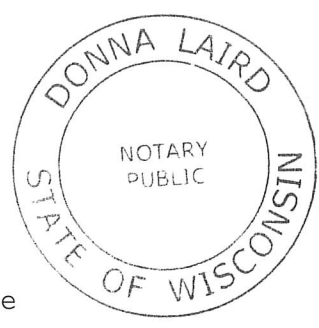
WEST ALLIS CITY OF-LEGALS  
CLERK/TREASURER'S OFFICE, JANEL LEN  
7525 W GREENFIELD AVE

West Allis, WI 53214

**NOTICE OF NEWLY ENACTED ORDINANCE**  
Please take notice that the City of West Allis enacted Ordinance No. O-2013-0055, An Ordinance to establish the salaries of certain officers and employees in the Police Department for 2014 and 2015, on December 9, 2013. The full text of Ordinance No. O-2013-0055 may be obtained at the City Clerk/Treasurer's Office, 7525 W. Greenfield Ave., West Allis, WI 53214 and through the Legislative Information Center on the City's Website at [www.westalliswi.gov](http://www.westalliswi.gov). Clerk/Treasurer's telephone: (414) 302-8200.  
  
Paul M. Ziehler,  
City Administrative Officer,  
Clerk/Treasurer  
Published: 12/19/13  
WNAXLP

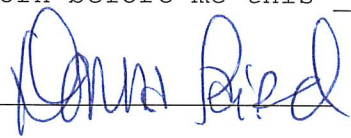
Patti Guerrero hereby states that she is authorized by Journal Communications Inc. to certify on behalf of Journal Community Publishing Group, publisher of Community Newspapers, public newspapers of general circulation, printed and published in city and county of Milwaukee; was published in the My Community Now- Midwest on 12/19/2013; that said printed copy was taken from said printed newspaper(s).

  
\_\_\_\_\_  
Patti Guerrero



State of Wisconsin  
County of Milwaukee

Subscribed and sworn before me this 19 day of Dec, 2013.

\_\_\_\_\_  


Notary Public State of Wisconsin

My Commission Expires DONNA LAIRD  
NOTARIZED 12-19-13  
COMMISSION  
EXPIRES 10\*09\*16



0-2013-0055  
12/3/13

POLICE DEPARTMENT  
January 3, 2015 - December 31, 2015  
(Schedule P)

		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
Patrol Officer	Hourly	21.848	25.285	27.504	29.722	31.402	32.824
	Bi-Weekly	1,747.840	2,022.800	2,200.320	2,377.760	2,512.160	2,625.920
	Annual	45,443.840	52,592.800	57,208.320	61,821.760	65,316.160	68,273.920
	Holiday	2,993.310	3,464.200	3,768.210	4,072.090	4,302.260	4,497.080
	Total Annual Pay	48,437.150	56,057.000	60,976.530	65,893.850	69,618.420	72,771.000
Corporal (Specialist I **)	Hourly	34.240	9,595	0.000	0.000	0.000	0.000
	Bi-Weekly	2,739.200	767.600	0.000	0.000	0.000	0.000
	Annual	71,219.200	19,957.600	0.000	0.000	0.000	0.000
	Holiday	4,691.090	1,314.570	0.000	0.000	0.000	0.000
	Total Annual Pay	75,910.290	21,272.170	0.000	0.000	0.000	0.000
Detective (Specialist II ***)	Hourly	34.861	36.186	0.000	0.000	0.000	0.000
	Bi-Weekly	2,788.880	2,894.880	0.000	0.000	0.000	0.000
	Annual	72,510.880	75,266.880	0.000	0.000	0.000	0.000
	Holiday	4,776.170	4,957.700	0.000	0.000	0.000	0.000
	Total Annual Pay	77,287.050	80,224.580	0.000	0.000	0.000	0.000
Sergeant of Police	Hourly	34.861	36.435	0.000	0.000	0.000	0.000
	Bi-Weekly	2,788.880	2,914.800	0.000	0.000	0.000	0.000
	Annual	72,510.880	75,784.800	0.000	0.000	0.000	0.000
	Holiday	4,776.170	4,991.810	0.000	0.000	0.000	0.000
	Total Annual Pay	77,287.050	80,776.610	0.000	0.000	0.000	0.000
Detective Sergeant (Specialist III ****)	Hourly	36.791	37.327	0.000	0.000	0.000	0.000
	Bi-Weekly	2,943.280	2,986.160	0.000	0.000	0.000	0.000
	Annual	76,525.280	77,640.160	0.000	0.000	0.000	0.000
	Holiday	5,040.590	5,114.020	0.000	0.000	0.000	0.000
	Total Annual Pay	81,565.870	82,754.180	0.000	0.000	0.000	0.000

[Removed]

Corrected by Jlemanski per Mayor Devine on 1/15/14  
you Devine

0-2013-0055

POLICE DEPARTMENT  
January 4, 2014 - January 2, 2015  
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
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	Bi-Weekly	1,713.600	1,983.120	2,157.200	2,331.120	2,462.880	2,574.400
	Annual	44,553.600	51,561.120	56,087.200	60,809.120	64,034.880	66,934.400
	Holiday	2,934.670	3,396.240	3,694.370	3,992.220	4,217.870	4,408.850
	Total Annual Pay	47,488.270	54,957.360	59,781.570	64,601.340	68,252.750	71,343.250
		76.000	9.500	(removed)	Corrected by Jlemansie per Mayor Devine		
Corporal (Specialist I **)	Hourly	33.569	0.000	0.000	0.000	0.000	0.000
	Bi-Weekly	2,685.520	0.000	0.000	0.000	0.000	0.000
	Annual	69,823.520	0.000	0.000	0.000	0.000	0.000
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	Total Annual Pay	74,422.670	0.000	0.000	0.000	0.000	0.000
Detective (Specialist II ***)	Hourly	34.177	35.476	0.000	0.000	0.000	0.000
	Bi-Weekly	2,734.160	2,838.080	0.000	0.000	0.000	0.000
	Annual	71,088.160	73,790.080	0.000	0.000	0.000	0.000
	Holiday	4,682.450	4,860.420	0.000	0.000	0.000	0.000
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Sergeant of Police	Hourly	34.177	35.721	0.000	0.000	0.000	0.000
	Bi-Weekly	2,734.160	2,857.680	0.000	0.000	0.000	0.000
	Annual	71,088.160	74,299.680	0.000	0.000	0.000	0.000
	Holiday	4,682.450	4,893.990	0.000	0.000	0.000	0.000
	Total Annual Pay	75,770.610	79,193.670	0.000	0.000	0.000	0.000
Detective Sergeant (Specialist III ****)	Hourly	36.070	36.595	0.000	0.000	0.000	0.000
	Bi-Weekly	2,885.600	2,927.600	0.000	0.000	0.000	0.000
	Annual	75,025.600	76,117.600	0.000	0.000	0.000	0.000
	Holiday	4,941.810	5,013.730	0.000	0.000	0.000	0.000
	Total Annual Pay	79,967.410	81,131.330	0.000	0.000	0.000	0.000

ORDINANCE NO. O-2013-0055

By Administration & Finance Committee

An Ordinance to establish the salaries of certain officers and employees in the Police Department for 2014 and 2015.

The Common Council for the City of West Allis do ordain as follows:

PART I. The wages and salary ranges for the officers and employees of the Police Department, commencing January 1, 2014, shall be as listed in Attachment 1 (Schedule R and P).

PART II. The wages and salary ranges for the officers and employees of the Police Department, commencing January 1, 2015, shall be as listed in Attachment 2 (Schedule R and P).

PART III.

(a) The duty assignments of Specialist I positions of S.I.U. Patrol Officer, Warrant Officer, Neighborhood Watch/THINK Officer, School Resource Officer, and Canine Handler/Drug Detection Canine Officer shall be compensated at the Corporal rate of pay.

(b) The duty assignments of Specialist II positions of Traffic Investigator, Court Liaison Sergeant, Desk Sergeant, High School Liaison Officer, Middle School Liaison Officer, and Accreditation Compliance Officer shall be compensated at the Detective rate of pay.

(c) The duty assignments of Specialist III positions of S.I.U. Sergeant, Forensic/Technology Bureau Specialist, and Training Bureau Sergeant shall be compensated at the Detective Sergeant rate of pay.

PART IV. Employees listed in Parts I through VI shall receive additional compensation for out-of-classification assignments by the Chief of Police as follows:

(a) Police Officers assigned to the main desk in the Communications Center shall receive an additional seventy-five cents (\$0.75) per hour for every hour worked. No out-of-classification shall be paid to officers assigned to "limited duty."

(b) Two (2) Patrol Officers (as determined by the Police Chief or designee) on each shift who are designated to work as an Acting Patrol Sergeant shall receive an additional \$25 per month. Patrol Officers when assigned as Acting Patrol Sergeant shall receive an additional one dollar and fifty cents (\$1.50) per hour for every hour worked. Seniority does not apply in assignment.

(c) When a Patrol Officer is a designated primary or secondary Field Training Officer in a training cycle, s/he shall receive an additional \$25 per month. Patrol Officers when assigned as Field Training Officer shall receive an additional one dollar (\$1.00) per hour for every hour worked.

(d) Association Member (excluding Specialist III) when assigned to the Training Bureau as an Instructor shall receive an additional one dollar (\$1.00) per hour for every hour worked.

(e) Patrol Officers when assigned for an entire shift as Court Liaison Officer shall receive an additional six dollars (\$6.00) per day.

(f) Patrol Officers when assigned as a Court Liaison (weekends only) shall receive an additional one dollar and fifty cents (\$1.50) per hour for every hour worked.

(g) Road Sergeant shall receive an additional fifteen dollars (\$15.00) bi-weekly.

(h) Sworn Personnel when assigned as a Crisis Response Unit member shall receive an additional forty dollars (\$40.00) per month.

(i) Four (4) detectives (as determined by the Police Chief or designee) from the Detective/Sensitive Crimes Bureau who are assigned to primary investigator status shall receive an additional \$25 per month in addition to any overtime hours worked.

(j) Sworn Personnel when assigned as Acting Commanding Officer shall receive an additional one dollar and fifty cents (\$1.50) per hour for each hour worked, excluding daily lunch hour.

#### PART V. Step Increments.

Employees will move from the minimum step in the pay range to the maximum step in annual increments from the date of appointment. Any employee promoted or reclassified to a higher paying position shall be advanced to that step of the salary range of the higher paying position which will result in a pay increase of not less than eight dollars (\$8.00) bi-weekly.

In the event any position is reallocated to a pay range higher than the pay range in which it is listed during the term of this Agreement, employees affected shall be placed in the same step in the reallocated pay range as they were and employees shall retain the same anniversary date for the purpose of movement from the minimum step to the maximum step in the pay range as they had in their previous pay range, unless otherwise specifically provided.

#### PART VI. Bi-Weekly Basis of Wages.

Wages and salaries provided in this ordinance are on a bi-weekly basis, except where an hourly rate only is shown for a position. Annual, monthly, or hourly salaries or wages, where shown in this ordinance, are for reference purposes only, except where only an hourly rate is shown for a position.

PART VII. All ordinances or parts of ordinances contravening the provisions of this ordinance are hereby repealed.

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PART XII. This ordinance shall take effect January 1, 2014 and be in force from and after its passage and publication.

PASSED: December 3, 2013  
/s/ Paul M. Ziehler  
City Administrative Officer Clerk/Treasurer  
APPROVED: December 9, 2013  
/s/ Dan Devine, Mayor

Published: December 19, 2013

POLICE DEPARTMENT  
January 4, 2014 – January 2, 2015  
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	21.824	25.263	27.482	29.698	31.376	32.800
	Bi-Weekly	1,745.920	2,021.040	2,198.560	2,375.840	2,510.080	2,624.000
	Annual	45,393.920	52,547.040	57,162.560	61,771.840	65,262.080	68,224.000
	Holiday	2,990.020	3,461.180	3,765.200	4,068.800	4,298.700	4,493.800
	Total Annual Pay	48,383.940	56,008.220	60,927.760	65,840.640	69,560.780	72,717.800
Corporal (Specialist I **)	Hourly	34.211					
	Bi-Weekly	2,736.880					
	Annual	71,158.880					
	Holiday	4,687.110					
	Total Annual Pay	75,845.990					
Detective (Specialist II ***)	Hourly	34.838	36.159				
	Bi-Weekly	2,787.040	2,892.720				
	Annual	72,463.040	75,210.720				
	Holiday	4,773.010	4,954.000				
	Total Annual Pay	77,236.050	80,164.720				
Sergeant of Police	Hourly	34.838	36.416				
	Bi-Weekly	2,787.040	2,913.280				
	Annual	72,463.040	75,745.280				
	Holiday	4,773.010	4,989.210				
	Total Annual Pay	77,236.050	80,734.490				
Detective Sergeant (Specialist III ****)	Hourly	36.765	37.302				
	Bi-Weekly	2,941.200	2,984.160				
	Annual	76,471.200	77,588.160				
	Holiday	5,037.030	5,110.600				
	Total Annual Pay	81,508.230	82,698.760				

POLICE DEPARTMENT  
January 4, 2014 – January 2, 2015  
(Schedule P)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	21.420	24.789	26.965	29.139	30.786	32.180
	Bi-Weekly	1,713.600	1,983.120	2,157.200	2,331.120	2,462.880	2,574.400
	Annual	44,553.600	51,561.120	56,087.200	60,609.120	64,034.880	66,934.400
	Holiday	2,934.670	3,396.240	3,694.370	3,992.220	4,217.870	4,408.850
	Total Annual Pay	47,488.270	54,957.360	59,781.570	64,601.340	68,252.750	71,343.250
Corporal (Specialist I **)	Hourly	33.569					
	Bi-Weekly	2,685.520					
	Annual	69,823.520					
	Holiday	4,599.150					
	Total Annual Pay	74,422.670					
Detective (Specialist II ***)	Hourly	34.177	35.476				
	Bi-Weekly	2,734.160	2,838.080				
	Annual	71,088.160	73,790.080				
	Holiday	4,682.450	4,860.420				
	Total Annual Pay	75,770.610	78,650.500				
Sergeant of Police	Hourly	34.177	35.721				
	Bi-Weekly	2,734.160	2,857.680				
	Annual	71,088.160	74,299.680				
	Holiday	4,682.450	4,893.990				
	Total Annual Pay	75,770.610	79,193.670				
Detective Sergeant (Specialist III ****)	Hourly	36.070	36.595				
	Bi-Weekly	2,885.600	2,927.600				
	Annual	75,025.600	76,117.600				
	Holiday	4,941.810	5,013.730				
	Total Annual Pay	79,967.410	81,131.330				

POLICE DEPARTMENT  
January 3, 2015 – December 31, 2015  
(Schedule R)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	22.260	25.768	28.032	30.292	32.004	33.456
	Bi-Weekly	1,780.800	2,061.440	2,242.560	2,423.360	2,560.320	2,676.480
	Annual	46,300.800	53,597.440	58,306.560	63,007.360	66,568.320	69,588.480
	Holiday	3,049.750	3,530.370	3,840.550	4,150.190	4,384.740	4,583.670
	Total Annual Pay	49,350.550	57,127.810	62,147.110	67,157.550	70,953.060	74,172.150
Corporal (Specialist I **)	Hourly	34.895					
	Bi-Weekly	2,791.600					
	Annual	72,581.600					
	Holiday	4,780.820					
	Total Annual Pay	77,362.420					
Detective (Specialist II ***)	Hourly	35.535	36.882				
	Bi-Weekly	2,842.800	2,950.560				
	Annual	73,912.800	76,714.560				
	Holiday	4,868.510	5,053.050				
	Total Annual Pay	78,781.310	81,767.610				
Sergeant of Police	Hourly	35.535	37.144				
	Bi-Weekly	2,842.800	2,971.520				
	Annual	73,912.800	77,259.520				
	Holiday	4,868.510	5,088.950				
	Total Annual Pay	78,781.310	82,348.470				
Detective Sergeant (Specialist III ****)	Hourly	37.500	38.048				
	Bi-Weekly	3,000.000	3,043.840				
	Annual	78,000.000	79,139.840				
	Holiday	5,137.720	5,212.800				
	Total Annual Pay	83,137.720	84,352.640				



POLICE DEPARTMENT  
January 3, 2015 – December 31, 2015  
(ScheduleP)

		<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
Patrol Officer	Hourly	21.848	25.285	27.504	29.722	31.402	32.824
	Bi-Weekly	1,747.840	2,022.800	2,200.320	2,377.760	2,512.160	2,625.920
	Annual	45,443.840	52,592.800	57,208.320	61,821.760	65,316.160	68,273.920
	Holiday	2,993.310	3,464.200	3,768.210	4,072.090	4,302.260	4,497.080
	Total Annual Pay	48,437.150	56,057.000	60,976.530	65,893.850	69,618.420	72,771.000
Corporal (Specialist I **)	Hourly	34.240					
	Bi-Weekly	2,739.200					
	Annual	71,219.200					
	Holiday	4,691.090					
	Total Annual Pay	75,910.290					
Detective (Specialist II ***)	Hourly	34.861	36.186				
	Bi-Weekly	2,788.880	2,894.880				
	Annual	72,510.880	75,266.880				
	Holiday	4,776.170	4,957.700				
	Total Annual Pay	77,287.050	80,224.580				
Sergeant of Police	Hourly	34.861	36.435				
	Bi-Weekly	2,788.880	2,914.800				
	Annual	72,510.880	75,784.800				
	Holiday	4,776.170	4,991.810				
	Total Annual Pay	77,287.050	80,776.610				
Detective Sergeant (Specialist III ****)	Hourly	36.791	37.327				
	Bi-Weekly	2,943.280	2,986.160				
	Annual	76,525.280	77,640.160				
	Holiday	5,040.590	5,114.020				
	Total Annual Pay	81,565.870	82,754.180				