



# President's Newsletter

**NASSAU COUNTY POLICE  
BENEVOLENT ASSOCIATION**

**Gary DelaRaba, President**

# CONTRACT 2001-2006

This contract is for a six-year period. I want to thank the members of this board for standing together during these very difficult times. The usual suspects of Al Unterweiser, Ed Farrell and Ken Long were as usual supportive and hard working throughout the process. Many of the trustees contributed in the information gathering process, which made our case the very best case it could be. I would especially like to recognize Kevin Tobin and Jim Carver for their invaluable support and hard work during the process. These two guys are hard driving and hard working union representatives. They were there step for step throughout the process.

As I look and see all of the contributions that were made by Craig Braun, Lou Sposato, Brian Englehardt, Jim McDermott, Rich Stewart, Bill Collins, Bob Cocchi, Tony Famulari and John LaSala I am blown away by their dedication to the officers on this job. I would be remiss in not thanking all of those delegates out there who supported the PBA by simply taking the word out to you. You will be happy to know that the next generation of PBA officers who are standing in the wings are ready, able and willing to secure your future. They know how to take care of business. They know how to build for the future. The experience they have gained by going through what we went through will pay off big time down the road. This is not a one-man show, this is a team effort and I am happy to report that this team, our team, your team are so prepared for the future that it's scary.

I would be remiss in making this one comment. One of the best things I ever did as your President was to take a chance on hiring a brand new attorney back in 1988. Harry Greenberg is without a doubt one of the most dedicated and hardest working people that work on your behalf. He is dedicated, smart, persistent and a hard driver.

What you are about to read is a summary of the events that have contributed to the deterioration of relations between the PBA and the county executive. Then you will read a narrative regarding the contract and the first part of the award, along with a breakdown of your salary increases until 2006.

Not being one to mince words, I intend to go to the board and seek their approval to increase the PR program by another dollar per day once the raise goes into effect. This will give us almost 2 million dollars when the next county executive race comes upon us. This is not to say that we will not support Mr. Suozzi. If he had a complete turnaround and took a more proactive approach to policing then he currently has then who

knows, stranger things have happened. But we need to be prepared for the future even if they are not. It will also allow us to spend another 2 million dollars between now and then to get the 'word' out as to how they are dismantling this police department placing both the public and the police officers safety at risk.

For the newer members this investment is an investment in your future, what this job will look like for years to come. For the senior members it is up to you to show the people of this county that it was not all **"about the money"** as Mr. Suozzi would proclaim every time he hurled his venom in our direction. We all want to leave this job in better shape then when we came on it. Our failure to act now will have a devastating effect on this job for years to come. Our failure to defend the honor of this job at this junction in departmental history will be something we would all have to live with when at the end of the day if we watched something we love be destroyed without a fight. We either fight this fight now or wait two more years and fight it then, it seems to make more sense to fight it now before any more damage gets done to the job. We need to defend the job, defend its traditions and do everything we possibly can do to maintain our status as a premier police agency.

Mr. Suozzi likes to tell the public to support him in his fight against the police! As if he is their champion and we are the bad guys/girls. With the contract dispute now completed Mr. Suozzi will no longer be able to solicit the support of the people against the police. He cannot whine that it is all about the money any longer. His last shield of defense has been removed from him. It is as I have stated all along, **'it's about the job!'**

His cohorts who currently occupy the second floor of police headquarters must be confronted as they continue to do and say whatever One West Street tells them to say and do. This campaign will be done intelligently and we will do it at our pace. The Commissioner should either stand up for the cops or leave. He appears to be a shill for the county executive, I know it, you know it, he knows it and just about everyone in the western hemisphere knows it. This does not make him a bad man. It just makes him weak. He truly is becoming that interloper that I warned you about long before he came into office. He has it in him to stand up and do the right thing, why he chooses not to do it is beyond me. He stays in his office communicating with no one and never responding the legitimate inquires made of him.

We also have high-ranking bosses with political con-

nections being paid out of the police budget who work for the Suozzi administration. Some of them are being kept in Suozziland against their will and others are going over to Suozziland willingly, conspiring to help themselves by encouraging people who know little about policing how to dismantle the job.

Most of the higher ups get it. They know who is on the right side of the issue. Sure there are some kool-aid drinkers, but for the most part they are stand up people being placed in a bad situation. In their own little ways many of them are doing the right thing.

There are lots of things that are wrong with the administration of this job. For example, why is someone like Dennis Monet allowed to exist as an assistant commissioner. This is nothing against Dennis but this is just dead wrong. Dennis is retired on a disability pension. Giving him a seat at the head of any police staff meeting is SHAMEFUL. Here is a guy who is creating havoc among the higher ups. Those who resist him are on the bad guy list those who have had their lips surgically implanted on his sphincter are on the good guy list. And where is our commissioner when this is going on right under his nose? In his office doing god knows what and communicating with god knows who? He has no control over Dennis. Simply said it is a disgrace to have him in the position he is in. This is nothing against Dennis, it is just simply a fact, he is doing more harm than good to our job.

### **The need to fight!**

We need to insure public safety by taking on this campaign. Some will question this strategy I am proposing, that is a good thing, but understand this, the easiest thing we could all do now is sit back and rest. Sit on our collective butt's and do nothing but watch as they succeed in dismantling us. They think that we are out of fight. They believe we are finished; they believe we are tired and will not have the energy to pursue the fight. They believe you will just take the money and run. They believe our best days are behind us! They are wrong, they are dead wrong! This fight has just begun and the future is so bright that we all need to put our sunglasses on. That is of course if we do not shrink from our responsibilities and fight for the job.

I will remind you once again, you are either with us or you are with them because there is no in between. These people who occupy 1490 Franklin Ave and One West Street do not have your best interest at

heart! We need to reclaim our good name. While we are doing so on your behalf you need to above all else give the people the A-1 service they deserve. I hope by the time you read this booklet that you too will be convinced of the need to fight the fight right here and now. I ask you this, 'If not now, then when? If not us, then who?'

### **Contract Meetings**

Undoubtedly there will be many questions in your mind as to exactly what this award means to you. Therefore we have scheduled 4 meetings at the PBA office on Wednesday, September 17<sup>th</sup> and Thursday, September 18<sup>th</sup>. The meeting times will be 12 pm and 8 pm. There will be one informal meeting on Tuesday, September 16<sup>th</sup> at 2 pm for those members who get this booklet and have any questions.

As far as the contract goes I just want to say thank you to each and every member who has stood by us during these most troubling of times. This was not the PBA's toughest fight, just the longest. It became the most publicly disputed contract ever, but not by our hand. That was 110% the county executives doing. I have been doing contracts since 1981 and have never seen anyone act in the manner in which our county executive acted for the past 21 months. Say what he wants, he just does not like cops.

Usually when a contract is completed both combatants shake hands, wish each other well and any transgressions committed in the heat of battle is forgiven. I wish I could say all is forgiven in terms of what the county executive did to us. But I cannot. The chains of the gag order are off me and I feel like a new man. A weight that has been on me for almost 2 years has been lifted off my back. His strategy from the onset was to wear me down. Get me to give in by attacking you. Making me tire of the fight. He was determined to beat me thereby beating you. Little did he know that I eat determination for breakfast.

If you remember correctly I told you in March of 2002 that I know this man. I had him figured out from the very beginning. **I also told you some time ago that I know what he is thinking before he even thinks it. I know how he responds to pressure. I even know how he is going to react to this message. He really is not that hard to figure out. In fact I will venture a guess now and predict that in his upcoming budget he will have little or no hiring for new police officers. This is being printed before his 2004 budget is released.**

His strategy will be to declare victory in the arbi-

tration and try and tell the people we are attacking him because he beat us at the table. Let me make this clear – we are not going to attack him – we will attack the issues. The stakes are too high for us if we fail to act now!

He thought all long that I would get tired of the fight and retire either during this clash or shortly thereafter. He felt I would be stressed out by his weekly attacks on our good name. This man never caused me any stress over the past two years. The only stress I ever felt was what he did to you. How he lied about you, how he attacked you and your families because he could not get me to bend. As far as me tiring and retiring, guess what? I am going nowhere, he had his time and now we will have ours. If this is a ballgame, it is the bottom of third and he has already blown through all of his starters and exhausted his entire bullpen. Now it is our turn to get up and bat.

We intend to deal with the truth the whole truth and nothing but the truth.

If you remember I told you three months into his tenure that we have a big advantage, we know what this man is all about and over time people will know what he is all about. Thus far what we have seen is nothing but a trail of political enemies on both sides of the political aisle. Knowing how he thinks and how he reacts to pressure gave us a big advantage. So in reality he never ever had control of the events as they pertained to us over the past 2 years. Sure he has control over the size of the department but that is it. He has no control over our minds and our hearts. Once he started this dispute he entered our maze doing and reacting exactly how we had predicted. Nothing he did shocked me and nothing he will do will shock me because as I told you before, I not only know what his next move is going to be but I already have plans to keep him in our maze for the rest of his tenure here. He is so predictable. He is a creature of habit. So long as his thinking centers around ‘what is best for Tommy,’ we got him.

This contract is everything I told you it was going to be from the onset. A little for us and a little for them. Who won? That is all he is concerned about. Not what is good for the people but what is good for him. He would not know a victory if victory grabbed him by the throat and threw him to the ground. For us it was not about winning it was about attaining a fair deal. We met our goals.

I knew where we were going to be in terms of salary over 2 years ago. That’s why I laughed every time he said, ‘it was all about the money.’ I am not

bragging I am just trying to impress upon you that your PBA thinks long term. Leave the short term thinking to the county. Let’s face it the county executive wants to get re-elected one more time then get out of Dodge. The longest he will be here is 2009. Our commitment is not short term we are in it for the long haul. The department will be here long after Mr. Suozzi is a distant memory in our minds.

Now that the award is out we can go out there and tell the truth. Every time he told the people that we were not willing to do our fair share he was lying. I want to make this clear I am not saying that he told a half-truth. I am not saying he told half a story. I am saying very clearly that he lied - thus that makes him a liar! I do not want to stand on trying to be politically correct here. I need to make this 110% crystal - he lied!

I can list almost chapter and verse lie after lie that he told about us. How many times did he say publicly that ‘its all about the money!’ Using that statement to make us sound like nothing more then a bunch of greedy pigs only concerned for ourselves and the hell with the taxpayers. As I said earlier the easiest thing in the world for us to do right now is sit back enjoy the fruits of our labor. But the right thing to do is take the fight to him and his people. His philosophy of downsizing this job and making us a mere shell of our former self must be challenged. Sure he has the Commissioner and his crew in his pocket, but right is right and in the long haul we will prevail. We will not sit idly by and allow this wrong to go unchallenged. If in the end the people want less cops and less service then that is what we will have to live with. I do not believe that is what the people want. I think the job is worth the fight. I believe the men and woman of this job are worth the effort. I truly believe he is dangerous to not only the public’s safety but your safety as well.

When is this campaign going to start? Soon, real soon. What are we going to address? The issues plain and simple. What do we hope to accomplish by addressing the issues? That the people support us as we support them each and every day we go to work.

### **Why fight now?**

Because we can is the short answer and we must! But first you must be made aware of some history.

On February 6<sup>th</sup> 2002 I had a meeting with him after he lied to us and reneged on his promise to use arbitrator Roger Kaplan. At this meeting I expressed our willingness to have him succeed not only at the bargaining table but in the political arena as well. I reminded him

of the recently passed Correction officer contract that he supported before he got elected which provided the correction officers with a 29% raise, almost 8% more than the original Gulotta deal of 2000. I reminded him of the Glen Cove contracts that called for 8.5% raise over 2 years that he signed before he left Glen Cove. I told him that we would be there to help him rebuild the job, once this dispute was resolved.

Now this is going to blow your mind, but in real effort to help the county out I offered to take a few points less than what Gulotta had offered us and I would create more savings than originally called for. Gulotta offered us 20.5% over 5 years so you do the math. The savings I offered were greater than the ones provided for in the award. I made this offer because I felt it was the right thing to do. He could have been saving money all along, but instead he chose to fight. I made this offer because I really thought the object of the exercise was to save taxpayer money, little did I know at the time that it was all about Tom Suozzi. It was all about optics. How things looked as to how things really are. I tried to explain to him the benefits of moving forward without a drawn out war, 'this way you can move forward and start doing the business of government.' I said. He looked me dead in the eye and said, **'No! Your going to take three zero's, pay half your health insurance and cut your termination pay by 50%!'** He also went on to list a host of other benefits that would also be cut, 'this is not business as usual' he proclaimed. Right then and there I knew I had him. Shallow, weak, inexperienced, egotistical were a few adjectives that came to mind. Chuckling to myself I thought: welcome to the maze Mr. Suozzi. I knew this is going to take some time and effort but at the end of the day I knew we would be ok. I knew we would use his own words, his own energy and his own deeds to work against him. Remember this blast from the past, **"I want three zero's and you will get three three's!"** Now who in their right mind would go out and make a statement like that without having that stated goal in your pocket? Did he get what he publicly stated was his goals? His own words, his own energy and his own deeds worked against him just as we predicted.

Realizing that I was dealing with a man who wanted a fight and still looking to avoid a fight, I said to him, someone once told me a long time ago, 'pigs get eaten, hogs get slaughtered, don't be a hog.' I then tried to show him the benefits of working together, about pulling in the same direction and not tying a knot so

tight that the only way it could be cut was an all out war. To which he responded to me if you do not take this deal and do what he wants

**'I will make the cops the enemy of the people, they will suffer and their families will suffer and it will all be on your head.'**

This is a guy who does not even know the rules on engagement in terms of slowly raising the stakes. He goes all in right from the start. You either have to have great stamina for the fight or some infallible plan that insures victory before you start going down this road. Sad to say he had no plan. What got me was that he wanted to make the cops the enemy of the people. The very people who when the bell rings, when someone needs help during an emergency, trip over each other putting themselves in harms way to protect the people they are sworn to protect - they are the enemy of the people according to Tom Suozzi! In my mind he disrespected every officer who ever gave up his/her life in the performance of their sworn duty not to mention the thousands of us who are out their daily doing our job of serving the people, putting their life's on the line.

After spending more time with him and listening to him complain about the \$100,000 a year cop I tried to convince him that this is not the way to go. I continued trying to reason with him and this and this is pretty close word for word what I said to him. I said 'I will tell you this and remember this, if you go after the cops and want to make them the enemy of the people and make their husbands/wives and kids pay for your ranting there will be no forgiveness in my heart for you, they are hero's in my mind and do not deserve to be made the enemy of the people. So like they tell us in the academy once you fire that bullet you can not pull it back no matter what you do, do not fire that shot unless you want a real fight. Think with your whole head Tommy, you're a smart guy, a lawyer and a CPA, you have a big brain' (pointing to his head) I told him 'to use it for more than a hat rack!' Failing to listen to reason, I closed by telling him that 'it is apparent that you want this Cubans head on a stick and that's fine but I promise you this you are making the biggest mistake of your life if you carry out your threat to make the cops the enemy of the people. You are mistaking my kindness for weakness and if you go after my head you are going after all of our heads and we might be bloodied but I assure you of this, so will yours. We will never give into tyranny. You will never divide us; you will unite us in a common cause. If it is a fight you want it is a fight you will get, but you will get the fight on our terms not yours!' Again welcome to the maze.

In the end he did it, he went after our families and our profession. However as promised this fight will be on our terms.

### **Narrative on the Contract**

The following items are addressed in the award. There will be a second part of this award to come out shortly. Part two items are non-monetary in nature. It was done this way because the panel responded to Mr. Suozzi's need to meet his budget deadline of September 15<sup>th</sup>.

In this part of the award are the following subjects are addressed:

-Length of Contract - 6 years

-Academy pay

-Health Insurance  
Fully paid until 2006

-Wage increases as follows

2001-0%

2002 January 1st-3.9%

2003 January 1st-3.9% + \$600 education bonus  
at all steps

2004 1st-3.9% + 2.58% for additional work  
days +\$600 education bonus

2005 July 1st-3.9% + \$650 Education bonus

2006 July 1st-3.9% + \$695 education bonus

#### **-Longevity**

See enclosed chart and officers with prior police experience in NY State will be credited for that time when determining longevity. This provision takes effect January 1<sup>st</sup> 2004.

#### **-Calculations**

Change from 1856 to 1985 Starting January 1<sup>st</sup> 2004

Effecting hourly rate and daily rate

Which in turn affect night diff pay-holiday pay  
and overtime pay

**Calculations for termination pay start**

**January 1st 2005.**

-Night Diff

12% for all hours from 3:30 pm until 8 a.m.

-Civilianization

Meet and confer on a total of 100 jobs and if we cannot agree the arbitrators retain jurisdiction.

-Additional workdays

Every one works 4-12 hr tours in respective commands in exchange for rate increase of 2.58%. This 2.58% increase will take place on January 1<sup>st</sup> 2004, this will be added after the 3.9% is calculated for 2004.

-Travel Time

Provision regarding two hours of paid time whenever you are called out to work short rollcall overtime will be deleted.

-Flag Day

No longer a paid holiday

Legal Plan

The county will pay the PBA semi annually at the rate of \$175 per member to provide you with legal services.

-Minimum Staffing

As per all the agreements in place, they are now in the contract. The number of rmp's is clearly listed for each command. No more pulling 3 or 4 rmp's per tour and placing them out of service for their pet projects without a penalty being assessed. The patrol function comes first. However there will be a penalty clause and a procedure for an immediate hearing if violations occur in part two of this award when the department violates agreement. It will cost them more to violate the agreement then to comply with it. They cannot go below the new minimums, however that does not mean your commanding officer must utilize them. It just means they have the option to meet minimum standards. In the long term this forces the department to make the delivering of the police service the number one goal. In the long term it will force them to hire or pay exorbitant amount of overtime to fill the rmp's.

This is a binding contract on both sides. There are things I do not like in here and there are things I do like. There are things that can be written and there are things that should not be written. You need to do some of the math in order to determine if this contracts works for you. I am confident in the end you will real-

ize that our goals have been met as well as providing savings for the county. As I told you all along, some for us and some for them.

As far as the math goes, to figure out your yearly package simply do the following; Go to the step line in the step and longevity chart. Then do the same for the night & diff chart as well as the holiday chart, do NOT forget to add uniform dollars (\$950) and that is your yearly salary. The education boost is already figured into the Step and salary chart as well as the 2.58% for the extra days worked. Those with prior police experience will have to take those years into account when finding their true salary in the step and longevity line.

The chart marked Steps and Longevity will show you the dollar increase for each step and the dollar increase at the corresponding step you are in at the end of the contract. We took into account what step you started in and where you finished.

We also provided you charts detailing the effect of the rate change in 2004 as well as the loss if night differential hours for those officers working 7 am to 7 pm. All these numbers go year by year. As far as the 7 a.m. to 7 p.m. shift goes although it looks like you lost 4 and one half hours per day the reality is that you lost 2 and one half hours of night diffpay. How? Night diff starts at 3:30 and ends at 8 a.m., not 7 a.m. By paying everyone at the 12% rate the dollar figure equates to an additional hours night diff. Dollar wise it is just like getting paid from 1:30 pm, therefore the impact has been lessened and spread out more evenly. You had to know that holding onto 11 am was just impossible.

From the onset each and every one of you knew that there were going to be some givebacks in this contract. Other than Flag Day, the two-hour travel time there were no real hard losses. The rate change is not taking something away from you like the loss of Flag Day is. It is money that they would have had to pay if there was no change in calculation. Look at the charts marked night diff- Holiday and Termination pay to see the impact on you in each category. (Reminder to those with prior police experience to adjust the steps) Other than the 7 a.m. to 7 p.m. night diff chart all of the categories are substantially increased. That includes termination pay.

The wages are self-explanatory. There is an education boost in each step in the last four years of the contract. On the last day of the contract the \$695 boost becomes part of the rate.

No, I did not want nor did I expect a freeze. I am not happy about it, but just as they have to get over some issues, we need to as well. The longevity also gives credit to prior police service. Check the comparisons chart of the old longevity to the new longevity in this booklet. Regarding the extra days worked, the county wanted us to match the alleged 8 days extra being worked by the CSEA. As another option they wanted the first 24 hours of overtime worked to be taken in time only, never to be converted to cash. The award states that everyone will work 4 additional 12-hour tours per year, once per quarter, the department uses it or loses it, in your respective commands, (that means everyone does 4-12 hour tours) contiguous with your work week, no holidays, not during before or after your vacation with a minimum of 14 days notice and a maximum of 60 days notice to each officer. In exchange for this base your base pay will be increased by 2.58% January 1, 2004 making 2004's raise over 6%. This additional rate increase will be done on top of the 3.9% raise you are getting on the same day.

What we tried to do was to create cost savings for the county that would be helpful to them and not be destructive to you at the same time. This was not about helping Tom Suozzi this was about being responsible to both the police officers who we represent and the taxpayers of this county and at the same time keep us in pace with surrounding jurisdictions.

As I said earlier there will be a second part of this award issued over the next two months. They are not monetary in nature. They are more administrative in nature. As far as when you can expect retro we will let you know.

Here is a copy of the 'Arbitrators award.' Remember do the math.

**This was a “unanimous” decision by all parties.**

**This award was signed and released at 9 pm last night making it impossible for us to have this in the mail Monday morning. What you have read was a review of the award itself. We will be mailing you the entire award Tuesday morning.**

**BASE PAY WITH EDUCATION BONUS AND 2.58% FOR EXTRA 48 HOURS IN BASE**

|  | 1/1/2001 | 1/1/2002 | 1/1/2003 | 1/1/2004 | 7/1/2005 | 7/1/2006 |
|--|----------|----------|----------|----------|----------|----------|
|  |          | 0.039    | 0.039    | 0.039    | 0.0258   | 0.039    |
|  | 2000     | 2002     | 2003     | 2004     | 2005     | 2006     |
| <b>START</b>   | \$21,000 |          |          |          |          |          |
| <b>6 MOS</b>   | \$30,000 |          |          |          |          |          |
| <b>12 MOS</b>  | \$35,000 |          |          |          |          |          |
| <b>18 MOS</b>  | \$43,244 |          |          |          |          |          |
| <b>2 YRS</b>   | \$52,224 | \$54,261 | \$56,977 | \$58,576 | \$60,687 | \$65,560 |
| <b>3</b>   | \$56,474 | \$58,676 | \$61,565 | \$63,342 | \$65,577 | \$70,839 |
| <b>4</b>   | \$60,725 | \$63,093 | \$66,154 | \$68,111 | \$70,468 | \$76,119 |
| <b>5</b>   | \$65,643 | \$68,203 | \$71,463 | \$73,627 | \$76,126 | \$82,227 |
| <b>6</b>   | \$68,661 | \$71,339 | \$74,721 | \$77,012 | \$79,599 | \$85,976 |
| <b>7</b>   | \$70,563 | \$73,315 | \$76,774 | \$79,145 | \$81,787 | \$88,338 |
| <b>8</b>   | \$73,659 | \$76,740 | \$80,332 | \$82,842 | \$85,579 | \$92,432 |
| Education bonus  |          |          | \$600    |          | \$600    | \$695    |
|  |          |          |          |          |          |          |
| All steps include education bonus – money not included in rate |          |          |          |          |          |          |
| 2006 \$695 goes into rate                                      |          |          |          |          |          |          |
| 2.58% January 1st 2004 is 48 extra work hours into rate        |          |          |          |          |          |          |
| <b>START STEPS THRU 18 MOS UNKNOWN AT TIME OF PRINTING</b>     |          |          |          |          |          |          |

| <b>LONGEVITY</b>        |            |  |            |                   |
|-------------------------|------------|--|------------|-------------------|
| <b>EFFECTIVE 1/1/04</b> |            |  |            |                   |
| <b>YEARS</b>            | <b>OLD</b> |  | <b>NEW</b> | <b>DIFFERENCE</b> |
| 6                       | 1400       |  | 1800       | 400               |
| 7                       | 1400       |  | 2100       | 700               |
| 8                       | 1400       |  | 2400       | 1000              |
| 9                       | 1400       |  | 2700       | 1300              |
| 10                      | 2500       |  | 3000       | 500               |
| 11                      | 2500       |  | 3300       | 800               |
| 12                      | 2500       |  | 3600       | 1100              |
| 13                      | 2500       |  | 3900       | 1400              |
| 14                      | 2500       |  | 4200       | 1700              |
| 15                      | 3700       |  | 4500       | 800               |
| 16                      | 4050       |  | 4800       | 750               |
| 17                      | 4400       |  | 5100       | 700               |
| 18                      | 4750       |  | 5400       | 650               |
| 19                      | 5100       |  | 5700       | 600               |
| 20                      | 5450       |  | 6000       | 550               |
| 21                      | 5800       |  | 6300       | 500               |
| 22                      | 6150       |  | 6600       | 450               |
| 23                      | 6500       |  | 6900       | 400               |
| 24                      | 6850       |  | 7200       | 350               |
| 25                      | 7200       |  | 7500       | 300               |
| 26                      | 7300       |  | 7800       | 500               |
| 27                      | 7400       |  | 8100       | 700               |
| 28                      | 7500       |  | 8400       | 900               |
| 29                      | 7600       |  | 8700       | 1100              |
| 30                      | 7700       |  | 9000       | 1300              |
| 31                      | 7800       |  | 9300       | 1500              |
| 32                      | 7900       |  | 9600       | 1700              |
| 33                      | 8000       |  | 9900       | 1900              |
| 34                      | 8100       |  | 10200      | 2100              |
| 35                      | 8200       |  | 10500      | 2300              |

NEW LONGEVITY APPLIES TO  
ALL POLICE TIME IN NEW YORK STATE

**BASE PAY WITH LONGEVITY AND EDUCATION PAY**

| DATE     |          | 1/1/2001 | 1/1/2002 | 1/1/2003 | 1/1/2004 | 7/1/2005 | 7/1/2006  | DIFFERENCE* |
|----------|----------|----------|----------|----------|----------|----------|-----------|-------------|
| RAISE    |          | 0        | 3.9      | 3.9      | 3.9      | 3.9      | 3.9       |             |
| ED BONUS |          |          |          | \$600    | \$600    | \$650    | \$606     |             |
|          | 2000     | 2001     | 2002     | 2003     | 2004     | 2005     | 2006      |             |
| START    | \$21,000 |          |          |          |          |          |           |             |
| 6 MOS    | \$30,000 |          |          |          |          |          |           |             |
| 12 MOS   | \$36,000 |          |          |          |          |          |           |             |
| 18 MOS   | \$43,244 |          |          |          |          |          |           |             |
| 2 YRS    | \$52,224 | \$62,224 | \$54,261 | \$66,877 | \$60,667 | \$63,080 | \$66,660  |             |
| 3        | \$58,474 | \$68,474 | \$60,876 | \$71,665 | \$65,577 | \$68,181 | \$70,839  |             |
| 4        | \$60,728 | \$70,725 | \$63,093 | \$76,154 | \$70,468 | \$73,243 | \$76,119  |             |
| 5        | \$65,643 | \$75,643 | \$68,203 | \$71,463 | \$78,128 | \$79,122 | \$82,227  |             |
| 6        | \$70,081 | \$79,081 | \$72,739 | \$76,121 | \$81,399 | \$84,630 | \$87,776  |             |
| 7        | \$71,663 | \$71,663 | \$74,716 | \$78,174 | \$83,667 | \$87,103 | \$90,436  |             |
| 8        | \$75,269 | \$75,269 | \$78,140 | \$81,732 | \$87,079 | \$91,343 | \$94,632  | \$42,608    |
| 9        | \$75,269 | \$75,269 | \$78,140 | \$81,732 | \$86,279 | \$91,643 | \$95,132  | \$38,868    |
| 10       | \$76,359 | \$76,359 | \$79,240 | \$82,632 | \$88,679 | \$91,943 | \$95,432  | \$34,707    |
| 11       | \$76,359 | \$76,359 | \$79,240 | \$82,632 | \$88,679 | \$92,243 | \$95,732  | \$30,089    |
| 12       | \$76,359 | \$76,359 | \$79,240 | \$82,632 | \$88,179 | \$92,643 | \$96,032  | \$26,971    |
| 13       | \$76,359 | \$76,359 | \$79,240 | \$82,632 | \$88,479 | \$92,843 | \$96,332  | \$24,399    |
| 14       | \$76,359 | \$76,359 | \$79,240 | \$82,632 | \$88,779 | \$93,143 | \$96,632  | \$21,373    |
| 15       | \$77,559 | \$77,559 | \$80,440 | \$84,032 | \$90,079 | \$93,443 | \$96,932  | \$21,873    |
| 16       | \$77,909 | \$77,909 | \$80,790 | \$84,382 | \$90,379 | \$93,743 | \$97,232  | \$20,873    |
| 17       | \$78,259 | \$78,259 | \$81,140 | \$84,732 | \$90,679 | \$94,043 | \$97,532  | \$21,173    |
| 18       | \$78,609 | \$78,609 | \$81,490 | \$85,082 | \$90,979 | \$94,343 | \$97,832  | \$21,473    |
| 19       | \$78,959 | \$78,959 | \$81,840 | \$85,432 | \$91,279 | \$94,643 | \$98,132  | \$21,773    |
| 20       | \$79,309 | \$79,309 | \$82,190 | \$85,782 | \$91,579 | \$94,943 | \$98,432  | \$22,073    |
| 21       | \$79,659 | \$79,659 | \$82,540 | \$86,132 | \$91,879 | \$95,243 | \$98,732  | \$21,173    |
| 22       | \$80,009 | \$80,009 | \$82,890 | \$86,482 | \$92,179 | \$95,543 | \$99,032  | \$21,123    |
| 23       | \$80,359 | \$80,359 | \$83,240 | \$86,832 | \$92,479 | \$95,843 | \$99,332  | \$21,073    |
| 24       | \$80,709 | \$80,709 | \$83,590 | \$87,182 | \$92,779 | \$96,143 | \$99,632  | \$21,023    |
| 25       | \$81,059 | \$81,059 | \$83,940 | \$87,532 | \$93,079 | \$96,443 | \$99,932  | \$20,973    |
| 26       | \$81,409 | \$81,409 | \$84,290 | \$87,882 | \$93,379 | \$96,743 | \$100,232 | \$20,923    |
| 27       | \$81,759 | \$81,759 | \$84,640 | \$87,782 | \$93,679 | \$97,043 | \$100,532 | \$20,873    |
| 28       | \$81,359 | \$81,359 | \$84,240 | \$87,682 | \$93,579 | \$97,343 | \$100,832 | \$20,823    |
| 29       | \$81,459 | \$81,459 | \$84,340 | \$87,832 | \$94,279 | \$97,643 | \$101,132 | \$20,773    |
| 30       | \$81,659 | \$81,659 | \$84,440 | \$88,082 | \$94,579 | \$97,943 | \$101,432 | \$20,723    |
| 31       | \$81,659 | \$81,659 | \$84,540 | \$88,132 | \$94,679 | \$98,243 | \$101,732 | \$20,673    |
| 32       | \$81,759 | \$81,759 | \$84,540 | \$88,232 | \$95,179 | \$98,543 | \$102,032 | \$20,673    |
| 33       | \$81,859 | \$81,859 | \$84,740 | \$88,332 | \$95,479 | \$98,843 | \$102,332 | \$21,073    |
| 34       | \$81,959 | \$81,959 | \$84,840 | \$88,432 | \$95,779 | \$99,143 | \$102,632 | \$21,273    |
| 35       | \$82,059 | \$82,059 | \$84,940 | \$88,532 | \$96,079 | \$99,443 | \$102,932 | \$21,473    |

\*DIFFERENCE IS BETWEEN WHERE YOUR STEP STARTS IN 2001 AND YOUR END STEP IN 2006

DAILY RATES INCLUDING LONGEVITY

|        | 2000     | 2001     | 2002     | 2003     | 2004     | 2005     | 2006     | DIFFERENCE |
|--------|----------|----------|----------|----------|----------|----------|----------|------------|
| START  | \$90.52  |          |          |          |          |          |          |            |
| 6 MOS  | \$129.31 |          |          |          |          |          |          |            |
| 12 MOS | \$150.86 |          |          |          |          |          |          |            |
| 18 MOS | \$186.40 |          |          |          |          |          |          |            |
| 2 YRS  | \$225.10 | \$225.10 | \$233.88 | \$243.00 | \$242.16 | \$251.61 | \$261.42 | \$36.32    |
| 3      | \$243.42 | \$243.42 | \$252.92 | \$262.78 | \$261.87 | \$272.08 | \$282.70 | \$39.27    |
| 4      | \$261.75 | \$261.75 | \$271.95 | \$282.56 | \$281.58 | \$292.56 | \$304.26 | \$42.51    |
| 5      | \$282.94 | \$282.94 | \$293.98 | \$305.44 | \$304.39 | \$316.26 | \$328.59 | \$45.65    |
| 6      | \$301.99 | \$301.99 | \$313.53 | \$325.52 | \$325.64 | \$338.05 | \$350.95 | \$48.97    |
| 7      | \$310.19 | \$310.19 | \$322.05 | \$334.37 | \$335.67 | \$348.43 | \$361.68 | \$51.50    |
| 8      | \$324.39 | \$324.39 | \$336.81 | \$349.71 | \$352.16 | \$365.51 | \$379.39 | \$55.00    |
| 9      | \$324.39 | \$324.39 | \$336.81 | \$349.71 | \$353.37 | \$366.72 | \$380.60 | \$56.21    |
| 10     | \$329.13 | \$329.13 | \$341.55 | \$354.45 | \$354.58 | \$367.93 | \$381.81 | \$52.68    |
| 11     | \$329.13 | \$329.13 | \$341.55 | \$354.45 | \$355.79 | \$369.14 | \$383.02 | \$53.89    |
| 12     | \$329.13 | \$329.13 | \$341.55 | \$354.45 | \$356.99 | \$370.35 | \$384.23 | \$55.10    |
| 13     | \$329.13 | \$329.13 | \$341.55 | \$354.45 | \$358.20 | \$371.56 | \$385.44 | \$56.30    |
| 14     | \$329.13 | \$329.13 | \$341.55 | \$354.45 | \$359.41 | \$372.77 | \$386.65 | \$57.51    |
| 15     | \$334.31 | \$334.31 | \$346.72 | \$359.62 | \$360.62 | \$373.98 | \$387.86 | \$53.55    |
| 16     | \$335.81 | \$335.81 | \$348.23 | \$361.13 | \$361.83 | \$375.19 | \$389.07 | \$53.25    |
| 17     | \$337.32 | \$337.32 | \$349.74 | \$362.64 | \$363.04 | \$376.39 | \$390.27 | \$52.95    |
| 18     | \$338.83 | \$338.83 | \$351.25 | \$364.15 | \$364.25 | \$377.60 | \$391.48 | \$52.65    |
| 19     | \$340.34 | \$340.34 | \$352.76 | \$365.66 | \$365.46 | \$378.81 | \$392.69 | \$52.35    |
| 20     | \$341.85 | \$341.85 | \$354.27 | \$367.17 | \$366.67 | \$380.02 | \$393.90 | \$52.05    |
| 21     | \$343.36 | \$343.36 | \$355.77 | \$368.67 | \$367.88 | \$381.23 | \$395.11 | \$51.75    |
| 22     | \$344.87 | \$344.87 | \$357.28 | \$370.18 | \$369.09 | \$382.44 | \$396.32 | \$51.45    |
| 23     | \$346.38 | \$346.38 | \$358.79 | \$371.69 | \$370.29 | \$383.65 | \$397.53 | \$51.15    |
| 24     | \$347.88 | \$347.88 | \$360.30 | \$373.20 | \$371.50 | \$384.86 | \$398.74 | \$50.85    |
| 25     | \$349.39 | \$349.39 | \$361.81 | \$374.71 | \$372.71 | \$386.07 | \$399.95 | \$50.55    |
| 26     | \$349.82 | \$349.82 | \$362.24 | \$375.14 | \$373.92 | \$387.28 | \$401.16 | \$51.33    |
| 27     | \$350.25 | \$350.25 | \$362.67 | \$375.57 | \$375.13 | \$388.49 | \$402.37 | \$52.11    |
| 28     | \$350.69 | \$350.69 | \$363.10 | \$376.00 | \$376.34 | \$389.69 | \$403.57 | \$52.89    |
| 29     | \$351.12 | \$351.12 | \$363.53 | \$376.43 | \$377.55 | \$390.90 | \$404.78 | \$53.67    |
| 30     | \$351.55 | \$351.55 | \$363.96 | \$376.86 | \$378.76 | \$392.11 | \$405.99 | \$54.44    |
| 31     | \$351.98 | \$351.98 | \$364.39 | \$377.29 | \$379.97 | \$393.32 | \$407.20 | \$55.22    |
| 32     | \$352.41 | \$352.41 | \$364.83 | \$377.73 | \$381.18 | \$394.53 | \$408.41 | \$56.00    |
| 33     | \$352.84 | \$352.84 | \$365.26 | \$378.16 | \$382.38 | \$395.74 | \$409.62 | \$56.78    |
| 34     | \$353.27 | \$353.27 | \$365.69 | \$378.59 | \$383.59 | \$396.95 | \$410.83 | \$57.56    |
| 35     | \$353.70 | \$353.70 | \$366.12 | \$379.02 | \$384.80 | \$398.16 | \$412.04 | \$58.34    |

1856 RATE THRU 2003, 1985 RATE 2004-2006

**HOURLY RATE INCLUDING LONGEVITY**

|        | 2000    | 2001    | 2002    | 2003    | 2004    | 2005    | 2006    | DIFFERENCE |
|--------|---------|---------|---------|---------|---------|---------|---------|------------|
| START  | \$11.91 |         |         |         |         |         |         |            |
| 5 MOS  | \$16.18 |         |         |         |         |         |         |            |
| 12 MOS | \$18.88 |         |         |         |         |         |         |            |
| 18 MOS | \$23.20 |         |         |         |         |         |         |            |
| 2 YRS  | \$28.14 | \$28.14 | \$28.24 | \$30.36 | \$30.27 | \$31.48 | \$32.88 | \$4.54     |
| 3      | \$30.43 | \$30.43 | \$31.81 | \$32.85 | \$32.73 | \$34.01 | \$35.34 | \$4.91     |
| 4      | \$32.72 | \$32.72 | \$33.88 | \$35.32 | \$35.20 | \$36.57 | \$38.09 | \$8.31     |
| 5      | \$35.37 | \$35.87 | \$38.78 | \$38.18 | \$38.08 | \$39.53 | \$41.07 | \$8.71     |
| 6      | \$37.75 | \$37.75 | \$38.18 | \$40.89 | \$40.70 | \$42.28 | \$43.87 | \$8.12     |
| 7      | \$38.77 | \$38.77 | \$40.28 | \$41.80 | \$41.95 | \$43.55 | \$45.21 | \$8.44     |
| 8      | \$40.55 | \$40.55 | \$42.10 | \$43.71 | \$44.02 | \$45.88 | \$47.42 | \$8.88     |
| 9      | \$40.55 | \$40.55 | \$42.10 | \$43.71 | \$44.17 | \$45.84 | \$47.88 | \$7.03     |
| 10     | \$41.14 | \$41.14 | \$42.88 | \$44.31 | \$44.32 | \$45.88 | \$47.73 | \$8.58     |
| 11     | \$41.14 | \$41.14 | \$42.88 | \$44.31 | \$44.47 | \$48.14 | \$47.88 | \$8.74     |
| 12     | \$41.14 | \$41.14 | \$42.88 | \$44.31 | \$44.82 | \$48.28 | \$48.03 | \$8.88     |
| 13     | \$41.14 | \$41.14 | \$42.88 | \$44.31 | \$44.78 | \$48.44 | \$48.18 | \$7.04     |
| 14     | \$41.14 | \$41.14 | \$42.88 | \$44.31 | \$44.83 | \$48.80 | \$48.33 | \$7.18     |
| 15     | \$41.79 | \$41.79 | \$43.34 | \$44.95 | \$45.08 | \$48.76 | \$48.48 | \$8.88     |
| 16     | \$41.88 | \$41.88 | \$43.53 | \$45.14 | \$45.23 | \$48.80 | \$48.83 | \$8.88     |
| 17     | \$42.17 | \$42.17 | \$43.72 | \$45.33 | \$45.38 | \$47.05 | \$48.78 | \$8.82     |
| 18     | \$42.35 | \$42.35 | \$43.91 | \$45.82 | \$45.63 | \$47.20 | \$48.84 | \$8.58     |
| 19     | \$42.84 | \$42.54 | \$44.08 | \$45.71 | \$45.88 | \$47.38 | \$48.88 | \$8.54     |
| 20     | \$42.73 | \$42.73 | \$44.28 | \$46.80 | \$45.83 | \$47.80 | \$48.24 | \$8.51     |
| 21     | \$42.82 | \$42.82 | \$44.47 | \$46.08 | \$45.98 | \$47.85 | \$48.39 | \$8.47     |
| 22     | \$43.11 | \$43.11 | \$44.88 | \$46.27 | \$46.14 | \$47.81 | \$48.54 | \$8.43     |
| 23     | \$43.30 | \$43.30 | \$44.85 | \$46.48 | \$46.28 | \$47.98 | \$48.88 | \$8.38     |
| 24     | \$43.49 | \$43.49 | \$45.04 | \$46.85 | \$46.44 | \$48.11 | \$49.84 | \$8.38     |
| 25     | \$43.67 | \$43.67 | \$45.23 | \$46.84 | \$46.88 | \$48.28 | \$49.88 | \$8.32     |
| 26     | \$43.73 | \$43.73 | \$45.28 | \$46.88 | \$46.74 | \$48.41 | \$50.14 | \$8.42     |
| 27     | \$43.78 | \$43.78 | \$45.33 | \$46.95 | \$46.88 | \$48.88 | \$50.30 | \$8.51     |
| 28     | \$43.84 | \$43.84 | \$45.38 | \$47.00 | \$47.04 | \$48.71 | \$50.45 | \$8.81     |
| 29     | \$43.88 | \$43.88 | \$45.44 | \$47.05 | \$47.10 | \$48.88 | \$50.88 | \$8.71     |
| 30     | \$43.84 | \$43.84 | \$45.50 | \$47.11 | \$47.34 | \$48.81 | \$50.76 | \$8.81     |
| 31     | \$44.00 | \$44.00 | \$45.66 | \$47.18 | \$47.50 | \$48.17 | \$50.90 | \$8.80     |
| 32     | \$44.05 | \$44.05 | \$45.80 | \$47.22 | \$47.88 | \$48.32 | \$51.06 | \$7.00     |
| 33     | \$44.11 | \$44.11 | \$45.88 | \$47.27 | \$47.80 | \$48.47 | \$51.20 | \$7.10     |
| 34     | \$44.18 | \$44.18 | \$45.71 | \$47.32 | \$47.85 | \$48.82 | \$51.35 | \$7.18     |
| 35     | \$44.21 | \$44.21 | \$45.78 | \$47.38 | \$48.10 | \$48.77 | \$51.80 | \$7.28     |

1998 RATE THRU 2003, 1988 RATE 2004-2006

**HOLIDAY PAY INCLUDING LONGEVITY**

|        | 2000    | 2001    | 2002    | 2003    | 2004    | 2005    | 2006    | DIFFERENCE |
|--------|---------|---------|---------|---------|---------|---------|---------|------------|
| START  | \$1,177 |         |         |         |         |         |         |            |
| 6 MOS  | \$1,861 |         |         |         |         |         |         |            |
| 12 MOS | \$1,961 |         |         |         |         |         |         |            |
| 18 MOS | \$2,423 |         |         |         |         |         |         |            |
| 2 YRS  | \$2,828 | \$2,828 | \$3,040 | \$3,160 | \$2,908 | \$3,019 | \$3,137 | \$211      |
| 3      | \$3,164 | \$3,164 | \$3,288 | \$3,418 | \$3,142 | \$3,286 | \$3,382 | \$228      |
| 4      | \$3,403 | \$3,403 | \$3,636 | \$3,678 | \$3,376 | \$3,511 | \$3,661 | \$248      |
| 5      | \$3,678 | \$3,678 | \$3,822 | \$3,971 | \$3,663 | \$3,796 | \$3,943 | \$285      |
| 6      | \$3,826 | \$3,826 | \$4,076 | \$4,232 | \$3,908 | \$4,057 | \$4,211 | \$288      |
| 7      | \$4,032 | \$4,032 | \$4,187 | \$4,347 | \$4,028 | \$4,181 | \$4,340 | \$308      |
| 8      | \$4,217 | \$4,217 | \$4,378 | \$4,548 | \$4,226 | \$4,388 | \$4,563 | \$336      |
| 9      | \$4,217 | \$4,217 | \$4,378 | \$4,548 | \$4,240 | \$4,401 | \$4,567 | \$350      |
| 10     | \$4,279 | \$4,279 | \$4,440 | \$4,608 | \$4,255 | \$4,418 | \$4,582 | \$303      |
| 11     | \$4,279 | \$4,279 | \$4,440 | \$4,608 | \$4,269 | \$4,430 | \$4,596 | \$316      |
| 12     | \$4,279 | \$4,279 | \$4,440 | \$4,608 | \$4,284 | \$4,444 | \$4,611 | \$332      |
| 13     | \$4,279 | \$4,279 | \$4,440 | \$4,608 | \$4,288 | \$4,460 | \$4,625 | \$347      |
| 14     | \$4,279 | \$4,279 | \$4,440 | \$4,608 | \$4,313 | \$4,478 | \$4,640 | \$361      |
| 15     | \$4,348 | \$4,348 | \$4,607 | \$4,676 | \$4,327 | \$4,488 | \$4,654 | \$308      |
| 16     | \$4,368 | \$4,368 | \$4,627 | \$4,696 | \$4,342 | \$4,502 | \$4,669 | \$303      |
| 17     | \$4,385 | \$4,385 | \$4,647 | \$4,714 | \$4,368 | \$4,517 | \$4,683 | \$298      |
| 18     | \$4,408 | \$4,408 | \$4,688 | \$4,734 | \$4,371 | \$4,531 | \$4,696 | \$293      |
| 19     | \$4,434 | \$4,434 | \$4,688 | \$4,754 | \$4,385 | \$4,548 | \$4,712 | \$288      |
| 20     | \$4,444 | \$4,444 | \$4,808 | \$4,773 | \$4,400 | \$4,560 | \$4,727 | \$283      |
| 21     | \$4,464 | \$4,464 | \$4,828 | \$4,793 | \$4,416 | \$4,576 | \$4,741 | \$278      |
| 22     | \$4,483 | \$4,483 | \$4,846 | \$4,812 | \$4,429 | \$4,589 | \$4,756 | \$273      |
| 23     | \$4,503 | \$4,503 | \$4,864 | \$4,832 | \$4,444 | \$4,604 | \$4,770 | \$267      |
| 24     | \$4,522 | \$4,522 | \$4,884 | \$4,862 | \$4,468 | \$4,618 | \$4,785 | \$262      |
| 25     | \$4,542 | \$4,542 | \$4,704 | \$4,871 | \$4,473 | \$4,633 | \$4,798 | \$267      |
| 26     | \$4,548 | \$4,548 | \$4,706 | \$4,877 | \$4,487 | \$4,647 | \$4,814 | \$268      |
| 27     | \$4,553 | \$4,553 | \$4,716 | \$4,882 | \$4,502 | \$4,662 | \$4,828 | \$276      |
| 28     | \$4,569 | \$4,569 | \$4,726 | \$4,888 | \$4,516 | \$4,676 | \$4,843 | \$264      |
| 29     | \$4,565 | \$4,565 | \$4,728 | \$4,894 | \$4,531 | \$4,691 | \$4,857 | \$263      |
| 30     | \$4,570 | \$4,570 | \$4,732 | \$4,899 | \$4,546 | \$4,705 | \$4,872 | \$302      |
| 31     | \$4,576 | \$4,576 | \$4,737 | \$4,906 | \$4,560 | \$4,720 | \$4,888 | \$311      |
| 32     | \$4,581 | \$4,581 | \$4,743 | \$4,910 | \$4,574 | \$4,734 | \$4,901 | \$320      |
| 33     | \$4,587 | \$4,587 | \$4,748 | \$4,916 | \$4,588 | \$4,748 | \$4,916 | \$328      |
| 34     | \$4,593 | \$4,593 | \$4,754 | \$4,922 | \$4,603 | \$4,763 | \$4,930 | \$337      |
| 35     | \$4,598 | \$4,598 | \$4,760 | \$4,927 | \$4,618 | \$4,778 | \$4,944 | \$346      |

15 PAID HOLIDAYS THRU 2003, 12 THEREAFTER

1668 RATE THRU 2003, 1666 RATE 2004-2006

**SHIFT DIFFERENTIAL 0700-1900**  
**BASED ON 1224 HOURS AT 10% HOURLY RATE THRU 2003**  
**BASED ON 714 HOURS AT 12% OF HOURLY RATE FROM 2004 AND THEREAFTER**

|        | 2000    | 2001    | 2002    | 2003    | 2004    | 2005    | 2006    | DIFFERENCE |
|--------|---------|---------|---------|---------|---------|---------|---------|------------|
| START  | \$1,385 |         |         |         |         |         |         |            |
| 6 MOS  | \$1,978 |         |         |         |         |         |         |            |
| 12 MOS | \$2,308 |         |         |         |         |         |         |            |
| 18 MOS | \$2,852 |         |         |         |         |         |         |            |
| 2 YRS  | \$3,444 | \$3,444 | \$3,578 | \$3,718 | \$2,894 | \$2,696 | \$2,800 | -\$844     |
| 3      | \$3,724 | \$3,724 | \$3,870 | \$4,021 | \$2,906 | \$2,814 | \$3,028 | -\$887     |
| 4      | \$4,005 | \$4,005 | \$4,161 | \$4,323 | \$3,016 | \$3,133 | \$3,289 | -\$748     |
| 5      | \$4,329 | \$4,329 | \$4,498 | \$4,673 | \$3,250 | \$3,387 | \$3,519 | -\$810     |
| 6      | \$4,620 | \$4,620 | \$4,797 | \$4,980 | \$3,468 | \$3,621 | \$3,789 | -\$882     |
| 7      | \$4,748 | \$4,748 | \$4,927 | \$5,116 | \$3,595 | \$3,732 | \$3,874 | -\$872     |
| 8      | \$4,983 | \$4,983 | \$5,163 | \$5,361 | \$3,772 | \$3,918 | \$4,083 | -\$900     |
| 9      | \$4,983 | \$4,983 | \$5,163 | \$5,361 | \$3,785 | \$3,928 | \$4,078 | -\$887     |
| 10     | \$5,088 | \$5,088 | \$5,228 | \$5,423 | \$3,798 | \$3,941 | \$4,089 | -\$897     |
| 11     | \$5,088 | \$5,088 | \$5,228 | \$5,423 | \$3,810 | \$3,953 | \$4,102 | -\$894     |
| 12     | \$5,088 | \$5,088 | \$5,228 | \$5,423 | \$3,823 | \$3,968 | \$4,115 | -\$892     |
| 13     | \$5,088 | \$5,088 | \$5,228 | \$5,423 | \$3,838 | \$3,979 | \$4,128 | -\$898     |
| 14     | \$5,088 | \$5,088 | \$5,228 | \$5,423 | \$3,849 | \$3,992 | \$4,141 | -\$896     |
| 15     | \$5,115 | \$5,115 | \$5,308 | \$5,502 | \$3,882 | \$4,006 | \$4,154 | -\$881     |
| 16     | \$5,138 | \$5,138 | \$5,328 | \$5,525 | \$3,878 | \$4,018 | \$4,167 | -\$871     |
| 17     | \$5,161 | \$5,161 | \$5,361 | \$5,548 | \$3,888 | \$4,031 | \$4,180 | -\$881     |
| 18     | \$5,184 | \$5,184 | \$5,374 | \$5,571 | \$3,901 | \$4,044 | \$4,193 | -\$881     |
| 19     | \$5,207 | \$5,207 | \$5,387 | \$5,585 | \$3,914 | \$4,057 | \$4,206 | -\$1,001   |
| 20     | \$5,230 | \$5,230 | \$5,420 | \$5,618 | \$3,927 | \$4,070 | \$4,219 | -\$1,012   |
| 21     | \$5,253 | \$5,253 | \$5,443 | \$5,641 | \$3,940 | \$4,083 | \$4,232 | -\$1,022   |
| 22     | \$5,278 | \$5,278 | \$5,468 | \$5,684 | \$3,983 | \$4,086 | \$4,245 | -\$1,032   |
| 23     | \$5,300 | \$5,300 | \$5,490 | \$5,687 | \$3,988 | \$4,109 | \$4,258 | -\$1,042   |
| 24     | \$5,328 | \$5,323 | \$5,513 | \$5,710 | \$3,979 | \$4,122 | \$4,270 | -\$1,082   |
| 25     | \$5,348 | \$5,348 | \$5,536 | \$5,733 | \$3,982 | \$4,135 | \$4,283 | -\$1,082   |
| 26     | \$5,362 | \$5,362 | \$5,542 | \$5,740 | \$4,008 | \$4,148 | \$4,289 | -\$1,088   |
| 27     | \$5,369 | \$5,359 | \$5,549 | \$5,748 | \$4,018 | \$4,161 | \$4,300 | -\$1,080   |
| 28     | \$5,386 | \$5,386 | \$5,555 | \$5,758 | \$4,031 | \$4,174 | \$4,322 | -\$1,049   |
| 29     | \$5,372 | \$5,372 | \$5,562 | \$5,768 | \$4,044 | \$4,187 | \$4,335 | -\$1,037   |
| 30     | \$5,379 | \$5,379 | \$5,569 | \$5,768 | \$4,058 | \$4,200 | \$4,348 | -\$1,030   |
| 31     | \$5,388 | \$5,385 | \$5,576 | \$5,773 | \$4,069 | \$4,212 | \$4,361 | -\$1,024   |
| 32     | \$5,392 | \$5,382 | \$5,582 | \$5,779 | \$4,082 | \$4,226 | \$4,374 | -\$1,018   |
| 33     | \$5,398 | \$5,388 | \$5,588 | \$5,788 | \$4,095 | \$4,238 | \$4,387 | -\$1,011   |
| 34     | \$5,405 | \$5,405 | \$5,595 | \$5,792 | \$4,108 | \$4,251 | \$4,400 | -\$1,005   |
| 35     | \$5,412 | \$5,412 | \$5,602 | \$5,799 | \$4,121 | \$4,264 | \$4,413 | -\$998     |

**SHIFT DIFFERENTIAL STARTS AT 1530 AND ENDS AT 0800**

**1988 RATE THRU 2003, 1985 RATE 2004-2006**

SHIFT DIFFERENTIAL 1900-0700 AND 1900-0500  
 BASED ON 1856 HOURS AT 12% OF HOURLY RATE THRU 2003  
 BASED ON 1904 HOURS AT 12% OF HOURLY RATE FOR 2004-2006

|        | 2000    | 2001    | 2002     | 2003     | 2004     | 2005     | 2006     | DIFFERENCE |
|--------|---------|---------|----------|----------|----------|----------|----------|------------|
| START  | \$2,520 |         |          |          |          |          |          |            |
| 6 MOS  | \$3,600 |         |          |          |          |          |          |            |
| 12 MOS | \$4,200 |         |          |          |          |          |          |            |
| 18 MOS | \$5,189 |         |          |          |          |          |          |            |
| 2 YRS  | \$6,267 | \$6,267 | \$6,511  | \$6,765  | \$6,916  | \$7,186  | \$7,466  | \$1,037    |
| 3      | \$6,777 | \$6,777 | \$7,041  | \$7,316  | \$7,479  | \$7,771  | \$8,074  | \$1,297    |
| 4      | \$7,287 | \$7,287 | \$7,571  | \$7,866  | \$8,042  | \$8,356  | \$8,690  | \$1,403    |
| 5      | \$7,877 | \$7,877 | \$8,184  | \$8,504  | \$8,693  | \$9,032  | \$9,385  | \$1,507    |
| 6      | \$8,407 | \$8,407 | \$8,729  | \$9,063  | \$9,300  | \$9,655  | \$10,023 | \$1,616    |
| 7      | \$8,636 | \$8,636 | \$8,966  | \$9,309  | \$9,587  | \$9,951  | \$10,330 | \$1,694    |
| 8      | \$9,031 | \$9,031 | \$9,377  | \$9,736  | \$10,058 | \$10,439 | \$10,835 | \$1,804    |
| 9      | \$9,031 | \$9,031 | \$9,377  | \$9,736  | \$10,092 | \$10,474 | \$10,870 | \$1,839    |
| 10     | \$9,163 | \$9,163 | \$9,509  | \$9,868  | \$10,127 | \$10,508 | \$10,905 | \$1,741    |
| 11     | \$9,163 | \$9,163 | \$9,509  | \$9,868  | \$10,161 | \$10,543 | \$10,939 | \$1,776    |
| 12     | \$9,163 | \$9,163 | \$9,509  | \$9,868  | \$10,196 | \$10,577 | \$10,974 | \$1,811    |
| 13     | \$9,163 | \$9,163 | \$9,509  | \$9,868  | \$10,230 | \$10,612 | \$11,008 | \$1,845    |
| 14     | \$9,163 | \$9,163 | \$9,509  | \$9,868  | \$10,265 | \$10,646 | \$11,043 | \$1,880    |
| 15     | \$9,307 | \$9,307 | \$9,653  | \$10,012 | \$10,299 | \$10,681 | \$11,077 | \$1,770    |
| 16     | \$9,349 | \$9,349 | \$9,695  | \$10,054 | \$10,334 | \$10,715 | \$11,112 | \$1,763    |
| 17     | \$9,391 | \$9,391 | \$9,737  | \$10,096 | \$10,368 | \$10,750 | \$11,146 | \$1,755    |
| 18     | \$9,433 | \$9,433 | \$9,779  | \$10,138 | \$10,403 | \$10,784 | \$11,181 | \$1,748    |
| 19     | \$9,475 | \$9,475 | \$9,821  | \$10,180 | \$10,437 | \$10,819 | \$11,215 | \$1,740    |
| 20     | \$9,517 | \$9,517 | \$9,863  | \$10,222 | \$10,472 | \$10,853 | \$11,250 | \$1,733    |
| 21     | \$9,559 | \$9,559 | \$9,905  | \$10,264 | \$10,507 | \$10,888 | \$11,284 | \$1,725    |
| 22     | \$9,601 | \$9,601 | \$9,947  | \$10,306 | \$10,541 | \$10,922 | \$11,319 | \$1,718    |
| 23     | \$9,643 | \$9,643 | \$9,989  | \$10,348 | \$10,576 | \$10,957 | \$11,353 | \$1,710    |
| 24     | \$9,685 | \$9,685 | \$10,031 | \$10,390 | \$10,610 | \$10,992 | \$11,388 | \$1,703    |
| 25     | \$9,727 | \$9,727 | \$10,073 | \$10,432 | \$10,645 | \$11,026 | \$11,422 | \$1,695    |
| 26     | \$9,739 | \$9,739 | \$10,085 | \$10,444 | \$10,679 | \$11,061 | \$11,457 | \$1,718    |
| 27     | \$9,751 | \$9,751 | \$10,097 | \$10,456 | \$10,714 | \$11,095 | \$11,492 | \$1,740    |
| 28     | \$9,763 | \$9,763 | \$10,109 | \$10,468 | \$10,748 | \$11,130 | \$11,526 | \$1,763    |
| 29     | \$9,775 | \$9,775 | \$10,121 | \$10,480 | \$10,783 | \$11,164 | \$11,561 | \$1,786    |
| 30     | \$9,787 | \$9,787 | \$10,133 | \$10,492 | \$10,817 | \$11,199 | \$11,595 | \$1,808    |
| 31     | \$9,799 | \$9,799 | \$10,145 | \$10,504 | \$10,852 | \$11,233 | \$11,630 | \$1,831    |
| 32     | \$9,811 | \$9,811 | \$10,157 | \$10,516 | \$10,886 | \$11,268 | \$11,664 | \$1,853    |
| 33     | \$9,823 | \$9,823 | \$10,169 | \$10,528 | \$10,921 | \$11,302 | \$11,699 | \$1,876    |
| 34     | \$9,835 | \$9,835 | \$10,181 | \$10,540 | \$10,955 | \$11,337 | \$11,733 | \$1,898    |
| 35     | \$9,847 | \$9,847 | \$10,193 | \$10,552 | \$10,990 | \$11,371 | \$11,768 | \$1,921    |

1856 RATE THRU 2003, 1985 RATE 2004-2006

**SEPARATION PAY**

chart reflects 275 sick days, 60 vacation, 18 personal days, 80 comp hours and starting with 126 terminal leave days for 25 years and increasing 5 terminal leave days per year

| YEARS | DAYS | 2001      | 2002      | 2003      | 2004      | 2005      | 2006      |
|-------|------|-----------|-----------|-----------|-----------|-----------|-----------|
| 25    | 515  | \$179,937 | \$188,331 | \$192,975 | \$205,288 | \$198,825 | \$205,973 |
| 26    | 520  | \$181,908 | \$188,384 | \$195,072 | \$207,953 | \$201,384 | \$208,601 |
| 27    | 525  | \$183,884 | \$190,402 | \$197,174 | \$210,832 | \$203,955 | \$211,242 |
| 28    | 530  | \$185,863 | \$192,444 | \$199,281 | \$213,323 | \$206,538 | \$213,894 |
| 29    | 535  | \$187,847 | \$194,490 | \$201,391 | \$216,028 | \$209,134 | \$216,559 |
| 30    | 540  | \$189,836 | \$196,540 | \$203,506 | \$218,745 | \$211,741 | \$219,236 |
| 31    | 545  | \$191,828 | \$198,595 | \$205,626 | \$221,475 | \$214,380 | \$221,925 |
| 32    | 550  | \$193,825 | \$200,654 | \$207,749 | \$224,218 | \$216,992 | \$224,628 |
| 33    | 555  | \$195,828 | \$202,717 | \$209,877 | \$226,974 | \$219,636 | \$227,338 |
| 34    | 560  | \$197,832 | \$204,785 | \$212,009 | \$229,743 | \$222,292 | \$230,064 |
| 35    | 565  | \$199,842 | \$206,857 | \$214,148 | \$232,525 | \$224,959 | \$232,801 |

**RATE CHANGES FROM 1986 TO 1985 JANUARY 1ST 2005**