



**CONTRACT**  
**2007 - 2012**



June 07

Well this is it, the Arbitrators' award. Before you get started I would like to acknowledge the hard work of the people who really made this award possible and allowed us to succeed. I know some of you may find this corny, but the most important people in this process that made a huge impact on this award were the members of the PBA. The job you do and the professionalism you exhibit on a day to day basis is truly something to be proud of.

As you are well aware my relationship with the county executive has changed dramatically. This could not have happened had we not had your support from day one.

Your support of us via the dollar a day program, your support at the rally last year, your support on a day to day basis allowed us to succeed and kept us strong. The luxury of not having to watch your back and wonder if your people are behind you is an invaluable tool that works to benefit the entire job. This is just not limited to PBA members; this applies to every member of this department who have put their heart and soul in making this place work.

You gave us the tools to succeed and I believe we did. Thank you.

This contract is not perfect but it is as close as one can get considering our concerns for the county's future as well as our member's individual needs.

This contract not only secures your economic future, this contract insures that no one can be laid off during the contract period and insures that your core benefit package remains unscathed.

I believe this contract addresses the county's needs as well as the needs of the department in terms of training and flexibility. In turn this award secures our work chart going into the future as well as protecting the all-important provision of minimum staffing.

With the advent of a new police commissioner as well as our new found working relationship with the county executive the securing of this contract will allow all of us to focus on doing the job. This is much better than fighting each other on every minor issue. Going into the future it is going to be key that we work together to provide the people with the best police service delivered by the best police officers in the nation.

We owe it to the county to do the right thing. A lion's share for this change of direction and relationship goes to our county executive Tom Suozzi. This does not happen unless he makes it happen.

## **THE AWARD!**

This contract is for a six year period.  
January 1st, 2007 until December 31st, 2012.

Before we get into the meat of this contract, I will tell you right up front that there are some things in this contract I do not like. However on an overall balance, I believe this is a fair contract.

Although both sides are free to dissent from the various provisions of this award, I have chosen NOT to dissent on any of the arbitrators' findings for a host of reasons. The number one reason is that I am an adult (well most of the time anyway) and as adults we have to take the good with the bad. The bitter with the sweet. This process was hard fought; it may not have been as long as the last battle but the intensity of the fight was as tough as any contract I have ever been involved in. I view "dissenting" as a slap at the arbitrator's integrity and decision making process. They had tough decisions to make and the last thing I am ever going to do is have us be portrayed as a bunch of whining, sniffling cry babies because everything did not go our way. I believe it is the right message to send those people who work very hard trying to walk a balancing line between what is good for the county and what is good for the police officers of this county. Our PBA has an "EXCELLENT" reputation in the field of labor relations and I aim to keep it that way. Even though I may be criticized for not dissenting I believe it is the right thing to do.

## **HEALTH INSURANCE!**

Needless to say the number one concern for everyone. Obviously the county wanted us to contribute and obviously we wanted fully paid health insurance. In this round we were successful in keeping the wolf of contributions away from our door. This does mean the arbitrators were not leaning their way, nor does it mean that we sit back and do nothing in terms of preparing for the future.

The truth of the matter is that the arbitrators were very sympathetic to the county's plight in terms of cost. What they did do was to state that there will be no more "dual" coverage benefits for two county employees who are entitled to health care coverage. Going into the future, one member will be given the benefit of the "buy back" provision of the contract while the other keeps the benefit. In the event of a divorce or death of a spouse the county will

automatically reinstitute health insurance for the surviving member or the member who may or may not be covered as a result of a divorce. The county as you will read for yourself has assured us that any member who is negatively affected as a result of this change shall be reimbursed for any expenses over and beyond the payback amount as per the contract.

The arbitrators also provided a mechanism whereby the PBA will be working with the county to look for a cheaper way to purchase health insurance, without any diminution in health care benefits.

I look at this change as opportunity to secure health benefits without any cost to you going into the future and at the same time saving the county millions of dollars. I am as committed to working on this change as I have been to your welfare over the years as your President.

We have to do this and give this issue all of our attention. Failure to do so will lead to catastrophic results down the road. Not only is it the right thing to do; it is the fair thing to do for the county taxpayers. If we expect them to pick up the tab for health insurance then it is in our best interest to look for ways to make it more cost effective. So once this contract is over we will be moving as quickly as possible to insuring that this change does indeed occur. I also gave my word to the county executive that I would move on this issue ASAP and would do everything I could do to make this work for the county. I intend to keep my word, always have and always will.

## **SALARY INCREASES**

This is easy to comprehend. First off there is a three month freeze in the beginning of this contract. All raises are effective April 1st starting in 2007. However as you are well aware the county is facing financial difficulties this year, as you will witness for yourself over the next few months.

The award states that this year's raise will not be reflected in your paycheck until October 1st of 2007, and the retro money from April 1st of 2007 until October 1st of 2007 will be paid in January 2009. Next year's raise will also take effect April 1st but will not be reflected in your check until September 1st of 2008. The retro money from April 1st to October 1st of 2008 will be paid in January of 2010. The only exception to this payout will be for those members who retire during 2007, 2008 and 2009.

This gives the county a cash flow savings and helps them during their time of need. Again remember if they fail we fail so we need to work hand in hand with them.

All steps up until top step will receive a 1% increase in

pay throughout the life of the contract as well as the step increases which are called for in the contract. Except for the first two steps as they pertain to academy pay and the second years pay, they will remain frozen throughout the life of the contract.

However, the top step will receive 4% per year for the next six years. To view how these raises effect you please see the appropriate chart.

## **LONGEVITY**

Longevity will increase by \$25 per year for the first 5 years of the contract. Longevity currently is paid at the rate of \$300 per year. By the year 2011 longevity will be paid at the rate of \$425 per year.

## **QUARTER DAYS**

In 2007 the next 24 hours of overtime will be paid at straight time, cash or time your choice (1985 Rate). In 2008 your first 48 hours of overtime will be paid at straight time (1985 rate) cash or time your choice. In 2009 the first 36 hours of over time will be paid at straight time, (1985 rate) cash or overtime your choice.

In return, you get to keep the 2.58% in your base pay as per the previous contract and in 2007 you only have to work 3 quarter days, or "DelaRaba days," which ever terminology you prefer to use. (This means only one more quarter day this year) In 2008 you only have to work 2 quarter days and in 2009 you only have to work one and in 2010 and beyond you do not have to work any.

## **TERMINATION PAY**

Needless to say the timeliness of the Newsday article put pressure on the PBA to hold the line on termination pay. As of 2009 the rate of pay will go from the 1985 hourly rate to the 2088 hourly rate. That is approximately a 5% haircut and a CAP of double your salary which shall include: Salary, longevity, night differential and holiday pay will be the maximum payout starting in 2009.

The county did everything they could to limit the amount of terminal leave days and the amount of accruals that were to be paid out going into the future. We of course held the line and ultimately the arbitrators saw a need to limit the county's liability while acknowledging the county's obligation to pay employees what they were promised. This also prevents us from having two different levels of benefits had the arbitrators decided to do away with terminal leave days going into the future. Not only was the county

pushing for an end of terminal leave days they were also making a big push for going to unlimited sick leave. In both cases we were successful but accommodations had to be made to limit payouts going forward.

**BENEFIT FUND**

Starting in 2010 the county shall contribute \$1200 per member to a benefit fund. This fund will not be operational until 2011. More details will follow over the next several months as we get our house in order on this issue. What this will allow the PBA to do is purchase better benefits in terms of dental and optical plans and perhaps even an enhanced prescription plan going down the road. Until we take over our own benefits the county will continue to provide us with dental and optical plans at the current level. This is a good thing for us going into the future. The county shall continue to pay optical for current and future retirees.

**HEALTH AND SAFETY COMMITTEE**

The County shall endeavor to provide safety standards for the protection of employees' well-being, commensurate within this context, to provide and maintain safe and healthful working conditions and to initiate and maintain operating practices that will safeguard employees.

We will meet periodically on health and safety issues.

**DOUBLE CARS**

For the first time we were able to get two cars doubled up in the fifth precinct. RMP's 501 and 509 will be doubled upon the graduation of this academy class in early July.

No disrespect intended to any other command but this precinct is in dire need of additional support and hopefully this provides those officers with the additional safety that they need. Going into the future with a new police commissioner coming on board we are hopeful that other command issues will be addressed as they pertain to two man cars. This however is a good start.

**LAG PAYROLL**

In short order you will be given a choice to either wait until retirement to receive payment for those lagged monies or to put the equivalent amount of hours in your comp bank. This resolves this long standing issue once and for all.

**CONTEMPLATION OF RETIREMENT PROVISION**

You can use up to the equivalent of thirty calendar days of straight time, non-convertible to cash time or comp time up to 30 calendar days before you retire. This provision is at the discretion of the commissioner and shall not be unduly denied. To be eligible you must have 20 years in service and you must have submitted your papers into the retirement system.

**MED SCOPE**

Both parties to sit and discuss using "medscope" to replace current way of doing medical review— we don't have to agree on the change but both parties will make a good faith effort to come to an agreement. If no agreement is reached it will not be put back to the panel if we cannot come to terms.

**CIVILIANIZATION**

The department can civilianize up to 3 positions in records bureau and discuss other opportunities for civilianization up to 12 spots in headquarters.

**LEGAL SERVICES**

The PBA is currently receiving \$250,000.

2008	\$425,000
2009	\$450,000
2010	\$475,000
2011	\$500,000

**EQUIPMENT ALLOWANCE**

2008	\$ 975
2009	\$1000
2010	\$1000
2011	<del>\$1050</del> \$1025
2012	<del>\$1100</del> \$1050

**DRUG/STEROID TESTING**

There will now be testing for steroids as of January 1st 2008.

**EXPEDITED ARBITRATION HEARINGS**

Upon the filing of any grievance as they pertain to this

contract or the previous contract the grievance shall be heard on an expedited basis by a member of this panel.

### **Aviation AMT's**

Those police officer amt's assigned to aviation shall be entitled to the special assignment stipend as stipulated in previous award.

### **ARBITRATION FEES**

Future cost for arbitrators is \$1600 per day.

### **MARINE AND AVIATION CHARTS**

The county and the PBA will meet and confer on establishing new work charts for the marine bureau and aviation unit. In the event no agreement is reached the dispute will be resolved by this arbitration panel.

### **MANAGEMENT FLEXIBILITY**

#### **HafI's**

HafI's and or any other directed law enforcement activity can be used on adjoining post so long as those units remain status one. There shall be no limit to the amount of times per tour that RMP's can be assigned to HafI's OR can be utilized for any other law enforcement activities.

#### **Status three directed patrols**

3 RMP's per tour for a period of no more then three hours can be utilized for directed patrol or training within the RMP's assigned command.

If the 9 or 5 hour rule is in effect this section cannot be implemented.

If any 417 cars are being used during that tour the number of three shall be reduced to 2 RMP's for that tour.

#### **417 lay ups**

No more then one RMP can be applied to the 417 accumulation per command on any night tour on Thursday-Friday or Saturday night from April 1st to November 1st

#### **New Radio Training**

New Radio System Training: When radio training is being conducted for the Department's new radio system, the following flexibility will replace the status 3 flexibility above: Each precinct may use up to three patrol cars, at "Status 3" for up to four hours each for such training at multiple times

during the tour (e.g., three cars for four hours from 0700-1100; another three cars for four hours from 1100-1500 and another three cars for four hours from 1500-1900)

- a) However, if there is any post/sector within a precinct that is vacant due to the 5-hour rule or 9-hour rule, the number of patrol cars that may be placed "Status 3" for the new radio system training will be reduced by the number of such vacancies until such vacancies are filled.
- b) However, if any "417" Reduction, is being utilized, only two patrol cars, for up to four hours each, may be placed "Status 3" at multiple times during the tour.

### **Emergency Mobilization drills**

Emergency Mobilization Drills: Once per year, each precinct shall be permitted to conduct an emergency mobilization drill within the County and the Department may utilize multiple precincts for such drill. This training may not be conducted during the hours when the flexibility described above, or the parade/fun run exception described in the September 14, 2003 Interest Arbitration Award are utilized. Additionally, each precinct shall be limited to up to four cars to respond to this drill.

### **417 Restrictions**

The Department and the PBA shall meet to implement the above. The Department shall issue an order setting forth the parameters contained in the above.

Any other restrictions or flexibility related to minimum manning issued in previous awards will remain in full force and effect unless specifically modified by this section.

### **REOPENER AND NO LAYOFF PROVISION**

This is the same language as the previous contract. This applies to any existing law enforcement union or any other union that may be established going into the future.

### **STARTING SALARY**

The starting salary for the first year of employment shall be \$34,000. Upon the beginning of the second year the salary structure shall be \$45,000. Upon completion of the contract, December 31st the starting salary shall be \$45,000. The second year pay shall be six months at \$57,000 and the second six months at \$69,593.

## EDITORIAL COMMENT

In closing I hope you agree that this contract is a fair contract. It works for the county and it works for the membership. It avoids the rancor of a long drawn out battle with the county and takes away any uncertainty of what your individual futures may be.

This is the last contract that I will be negotiating. My plans were to have the last contract be my final one, but circumstances arose that made it impossible for me to pass up the chance at one last go around. I leave the PBA on solid ground going into the future.

For the record, I am not running out the door just yet. I still have one more mission to complete and that pertains to the health insurance issue mentioned in the award. I gave the county executive my word that we would do whatever we could do to make this happen if it saves the county money and protects your current level of benefits. I intend to keep my word to him 110%. To do any less would be dishonorable.

Putting that aside. I will have been responsible for your contractual well being since 1988. This contract will be almost a quarter of a century of contracts that I have been honored to be the "head negotiator."

All in all I would not change a thing; it has been an experience like no other I have ever had. It has been a lot of hard work, lots of heartache, a fair share of headaches and almost unbearable grief at times. But I always felt that if you cannot outwork us, you can never beat us. We believed in what we were doing and who we were doing it for and that made all the difference.

You and your family were always at the top of our list. I know I cannot make everyone happy but to be honest with you I never listened to the naysayers. You know what they say about people who can't take a joke was always my attitude.

If you had not trusted me with your well being we never

would have had the chance to succeed on your behalf. Your kind words and the strong support I had from my fellow union officials made the work seem easy.

Going into the future I want to assure you of one thing, the next generation of PBA officers are more prepared to do good than I was when I came into office. The trustees on this board are second to none and the dedication and concern from your delegate body is second to none. They never panicked during any crisis and always used their whole head when addressing an issue. They even took heat for unpopular votes on the board, but did so with YOUR well being at heart. You should consider yourself lucky to have such a fine group of people working on your behalf. I always say this and I believe this from the bottom of my heart, we can never be beat because OUR team is better than our opposition's team. We work harder and we care more about the job than they do.

The current executive board officers have a work ethic like no other group of people I have seen. From Tobin to McDermott, to Failla, Hartmann and Paterson these guys are the best. Those are just not empty words, it is a fact.

Your current first vice president, Jim Carver was with me every step of the way and I mean every step of the way throughout this process. When important decisions needed to be made he was there right next to me giving solid advice fighting for what he believed was the right way to go and as a result he made good things happen.

To be honest with you, Jim was doing most of the grunt work that needed to be done. This guy has some heart for cops and he has some brain for developing relationships with the right people for the right reasons. The guy is prepared to take over, he gets it!

The true measure of my success as your president will be when I hear people say, "DelaRaba was pretty good but this guy Carver is even better." The true measure of Carver's success will be if when he leaves they say he was ok but this guy is better.

Thanks again, I had a ball.

**BASE PAY 2007-2012**

	2006	2007	2008	2009	2010	2011	2012
START		\$34,000	\$34,000	\$34,000	\$34,000	\$34,000	\$34,000
12 MOS		\$45,000	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
2 YRS	\$65,560	\$66,216	\$66,878	\$67,547	\$68,222	\$68,904	\$69,593
3	\$70,839	\$71,547	\$72,262	\$72,985	\$73,715	\$74,452	\$75,197
4	\$76,119	\$76,880	\$77,649	\$78,425	\$79,209	\$80,001	\$80,801
5	\$82,227	\$83,049	\$83,879	\$84,718	\$85,565	\$86,421	\$87,285
6	\$85,976	\$86,836	\$87,705	\$88,582	\$89,468	\$90,363	\$91,267
7	\$88,338	\$89,221	\$90,113	\$91,014	\$91,924	\$92,843	\$93,771
8	\$92,432	\$96,129	\$99,974	\$103,973	\$108,132	\$112,457	\$116,955

<b>LONGEVITY</b>							
	300	325	350	375	400	425	425
<b>YEARS</b>	<b>OLD</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>
6	1800	1950	2100	2250	2400	2550	2550
7	2100	2275	2450	2625	2800	2975	2975
8	2400	2600	2800	3000	3200	3400	3400
9	2700	2925	3150	3375	3600	3825	3825
10	3000	3250	3500	3750	4000	4250	4250
11	3300	3575	3850	4125	4400	4675	4675
12	3600	3900	4200	4500	4800	5100	5100
13	3900	4225	4550	4875	5200	5525	5525
14	4200	4550	4900	5250	5600	5950	5950
15	4500	4875	5250	5625	6000	6375	6375
16	4800	5200	5600	6000	6400	6800	6800
17	5100	5525	5950	6375	6800	7225	7225
18	5400	5850	6300	6750	7200	7650	7650
19	5700	6175	6650	7125	7600	8075	8075
20	6000	6500	7000	7500	8000	8500	8500
21	6300	6825	7350	7875	8400	8925	8925
22	6600	7150	7700	8250	8800	9350	9350
23	6900	7475	8050	8625	9200	9775	9775
24	7200	7800	8400	9000	9600	10200	10200
25	7500	8125	8750	9375	10000	10625	10625
26	7800	8450	9100	9750	10400	11050	11050
27	8100	8775	9450	10125	10800	11475	11475
28	8400	9100	9800	10500	11200	11900	11900
29	8700	9425	10150	10875	11600	12325	12325
30	9000	9750	10500	11250	12000	12750	12750
31	9300	10075	10850	11625	12400	13175	13175
32	9600	10400	11200	12000	12800	13600	13600
33	9900	10725	11550	12375	13200	14025	14025
34	10200	11050	11900	12750	13600	14450	14450
35	10500	11375	12250	13125	14000	14875	14875



**BASE PAY LONGEVITY**

DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$34,000	\$34,000	\$34,000	\$34,000	\$34,000	\$34,000
12 MOS	\$44,360	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
2 YRS	\$65,560	\$66,216	\$66,878	\$67,547	\$68,222	\$68,904	\$69,593
3	\$70,839	\$71,547	\$72,263	\$72,985	\$73,715	\$74,453	\$75,197
4	\$76,119	\$76,880	\$77,649	\$78,425	\$79,210	\$80,002	\$80,802
5	\$82,227	\$83,049	\$83,880	\$84,719	\$85,566	\$86,421	\$87,286
6	\$87,776	\$88,786	\$89,805	\$90,832	\$91,868	\$92,913	\$93,817
7	\$90,438	\$91,496	\$92,563	\$93,639	\$94,724	\$95,818	\$96,746
8	\$94,832	\$98,729	\$102,774	\$106,973	\$111,332	\$115,857	\$120,355
9	\$95,132	\$99,054	\$103,124	\$107,348	\$111,732	\$116,282	\$120,780
10	\$95,432	\$99,379	\$103,474	\$107,723	\$112,132	\$116,707	\$121,205
11	\$95,732	\$99,704	\$103,824	\$108,098	\$112,532	\$117,132	\$121,630
12	\$96,032	\$100,029	\$104,174	\$108,473	\$112,932	\$117,557	\$122,055
13	\$96,332	\$100,354	\$104,524	\$108,848	\$113,332	\$117,982	\$122,480
14	\$96,332	\$100,679	\$104,874	\$109,223	\$113,732	\$118,407	\$122,905
15	\$96,932	\$101,004	\$105,224	\$109,598	\$114,132	\$118,832	\$123,330
16	\$97,232	\$101,329	\$105,574	\$109,973	\$114,532	\$119,257	\$123,755
17	\$97,532	\$101,654	\$105,924	\$110,348	\$114,932	\$119,682	\$124,180
18	\$97,832	\$101,979	\$106,274	\$110,723	\$115,332	\$120,107	\$124,605
19	\$98,132	\$102,304	\$106,624	\$111,098	\$115,732	\$120,532	\$125,030
20	\$98,432	\$102,629	\$106,974	\$111,473	\$116,132	\$120,957	\$125,455
21	\$98,732	\$102,954	\$107,324	\$111,848	\$116,532	\$121,382	\$125,880
22	\$99,032	\$103,279	\$107,674	\$112,223	\$116,932	\$121,807	\$126,305
23	\$99,332	\$103,604	\$108,024	\$112,598	\$117,332	\$122,232	\$126,730
24	\$99,632	\$103,929	\$108,374	\$112,973	\$117,732	\$122,657	\$127,155
25	\$99,932	\$104,254	\$108,724	\$113,348	\$118,132	\$123,082	\$127,580
26	\$100,232	\$104,579	\$109,074	\$113,723	\$118,532	\$123,507	\$128,005
27	\$100,532	\$104,904	\$109,424	\$114,098	\$118,932	\$123,932	\$128,430
28	\$100,832	\$105,229	\$109,774	\$114,473	\$119,332	\$124,357	\$128,855
29	\$101,132	\$105,554	\$110,124	\$114,848	\$119,732	\$124,782	\$129,280
30	\$101,432	\$105,879	\$110,474	\$115,223	\$120,132	\$125,207	\$129,705
31	\$101,732	\$106,204	\$110,824	\$115,598	\$120,532	\$125,632	\$130,130
32	\$102,032	\$106,529	\$111,174	\$115,973	\$120,932	\$126,057	\$130,555
33	\$102,332	\$106,854	\$111,524	\$116,348	\$121,332	\$126,482	\$130,980
34	\$102,632	\$107,179	\$111,874	\$116,723	\$121,732	\$126,907	\$131,405
35	\$102,932	\$107,504	\$112,224	\$117,098	\$122,132	\$127,332	\$131,830

2004 CLASSES BASE PAY WITH LONGEVITY PROGRESSION							
DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$34,000	\$34,000	\$34,000	\$34,000	\$34,000	\$34,000
12 MOS	\$44,360	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
2 YRS	<b>\$65,560</b>	\$66,216	\$66,878	\$67,547	\$68,222	\$68,904	\$69,593
3	\$70,839	<b>\$71,547</b>	\$72,263	\$72,985	\$73,715	\$74,453	\$75,197
4	\$76,119	\$76,880	<b>\$77,649</b>	\$78,425	\$79,210	\$80,002	\$80,802
5	\$82,227	\$83,049	\$83,880	<b>\$84,719</b>	\$85,566	\$86,421	\$87,286
6	\$87,776	\$88,786	\$89,805	\$90,832	<b>\$91,868</b>	\$92,913	\$93,817
7	\$90,438	\$91,496	\$92,563	\$93,639	\$94,724	<b>\$95,818</b>	\$96,746
8	\$94,832	\$98,729	\$102,774	\$106,973	\$11,532	\$115,658	<b>\$120,356</b>

2005 CLASSES BASE PAY WITH LONGEVITY PROGRESSION							
DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$34,000	\$34,000	\$34,000	\$34,000	\$34,000	\$34,000
12 MOS	<b>\$44,360</b>	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
2 YRS	\$65,560	<b>\$66,216</b>	\$66,878	\$67,547	\$68,222	\$68,904	\$69,593
3	\$70,839	\$71,547	<b>\$72,263</b>	\$72,985	\$73,715	\$74,453	\$75,197
4	\$76,119	\$76,880	\$77,649	<b>\$78,425</b>	\$79,210	\$80,002	\$80,802
5	\$82,227	\$83,049	\$83,880	\$84,719	<b>\$85,566</b>	\$86,421	\$87,286
6	\$87,776	\$88,786	\$89,805	\$90,832	\$91,868	<b>\$92,913</b>	\$93,817
7	\$90,438	\$91,496	\$92,563	\$93,639	\$94,724	\$95,818	<b>\$96,746</b>

2007 CLASSES BASE PAY WITH LONGEVITY PROGRESSION							
DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		<b>\$34,000</b>	\$34,000	\$34,000	\$34,000	\$34,000	\$34,000
12 MOS	\$44,360	\$45,000	<b>\$45,000</b>	\$45,000	\$45,000	\$45,000	\$45,000
2 YRS	\$65,560	\$66,216	\$66,878	<b>\$67,547</b>	\$68,222	\$68,904	\$69,593
3	\$70,839	\$71,547	\$72,263	\$72,985	<b>\$73,715</b>	\$74,453	\$75,197
4	\$76,119	\$76,880	\$77,649	\$78,425	\$79,210	<b>\$80,002</b>	\$80,802
5	\$82,227	\$83,049	\$83,880	\$84,719	\$85,566	\$86,421	<b>\$87,286</b>

## Holiday

DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$1,644	\$1,644	\$1,644	\$1,644	\$1,644	\$1,644
12 MOS	\$2,145	\$2,176	\$2,176	\$2,176	\$2,176	\$2,176	\$2,176
2 YRS	\$3,171	\$3,202	\$3,234	\$3,267	\$3,299	\$3,332	\$3,366
3	\$3,426	\$3,460	\$3,495	\$3,530	\$3,565	\$3,601	\$3,637
4	\$3,681	\$3,718	\$3,755	\$3,793	\$3,831	\$3,869	\$3,908
5	\$3,977	\$4,016	\$4,057	\$4,097	\$4,138	\$4,180	\$4,221
6	\$4,245	\$4,294	\$4,343	\$4,393	\$4,443	\$4,494	\$4,537
7	\$4,374	\$4,425	\$4,477	\$4,529	\$4,581	\$4,634	\$4,679
8	\$4,586	\$4,775	\$4,970	\$5,174	\$5,384	\$5,603	\$5,821
9	\$4,601	\$4,791	\$4,987	\$5,192	\$5,404	\$5,624	\$5,841
10	\$4,615	\$4,806	\$5,004	\$5,210	\$5,423	\$5,644	\$5,862
11	\$4,630	\$4,822	\$5,021	\$5,228	\$5,442	\$5,665	\$5,882
12	\$4,644	\$4,838	\$5,038	\$5,246	\$5,462	\$5,685	\$5,903
13	\$4,659	\$4,853	\$5,055	\$5,264	\$5,481	\$5,706	\$5,923
14	\$4,659	\$4,869	\$5,072	\$5,282	\$5,500	\$5,726	\$5,944
15	\$4,688	\$4,885	\$5,089	\$5,300	\$5,520	\$5,747	\$5,965
16	\$4,702	\$4,901	\$5,106	\$5,319	\$5,539	\$5,768	\$5,985
17	\$4,717	\$4,916	\$5,123	\$5,337	\$5,558	\$5,788	\$6,006
18	\$4,731	\$4,932	\$5,140	\$5,355	\$5,578	\$5,809	\$6,026
19	\$4,746	\$4,948	\$5,157	\$5,373	\$5,597	\$5,829	\$6,047
20	\$4,760	\$4,963	\$5,174	\$5,391	\$5,616	\$5,850	\$6,067
21	\$4,775	\$4,979	\$5,191	\$5,409	\$5,636	\$5,870	\$6,088
22	\$4,789	\$4,995	\$5,207	\$5,427	\$5,655	\$5,891	\$6,108
23	\$4,804	\$5,011	\$5,224	\$5,446	\$5,675	\$5,911	\$6,129
24	\$4,818	\$5,026	\$5,241	\$5,464	\$5,694	\$5,932	\$6,150
25	\$4,833	\$5,042	\$5,258	\$5,482	\$5,713	\$5,953	\$6,170
26	\$4,847	\$5,058	\$5,275	\$5,500	\$5,733	\$5,973	\$6,191
27	\$4,862	\$5,073	\$5,292	\$5,518	\$5,752	\$5,994	\$6,211
28	\$4,877	\$5,089	\$5,309	\$5,536	\$5,771	\$6,014	\$6,232
29	\$4,891	\$5,105	\$5,326	\$5,554	\$5,791	\$6,035	\$6,252
30	\$4,906	\$5,121	\$5,343	\$5,573	\$5,810	\$6,055	\$6,273
31	\$4,920	\$5,136	\$5,360	\$5,591	\$5,829	\$6,076	\$6,293
32	\$4,935	\$5,152	\$5,377	\$5,609	\$5,849	\$6,096	\$6,314
33	\$4,949	\$5,168	\$5,394	\$5,627	\$5,868	\$6,117	\$6,335
34	\$4,964	\$5,183	\$5,411	\$5,645	\$5,887	\$6,138	\$6,355
35	\$4,978	\$5,199	\$5,427	\$5,663	\$5,907	\$6,158	\$6,376

### Shift Diff Nites

DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$3,815	\$3,815	\$3,815	\$3,815	\$3,815	\$3,815
12 MOS	\$4,977	\$5,049	\$5,049	\$5,049	\$5,049	\$5,049	\$5,049
2 YRS	\$7,356	\$7,429	\$7,504	\$7,579	\$7,655	\$7,731	\$7,808
3	\$7,948	\$8,028	\$8,108	\$8,189	\$8,271	\$8,354	\$8,437
4	\$8,541	\$8,626	\$8,712	\$8,799	\$8,887	\$8,976	\$9,066
5	\$9,226	\$9,318	\$9,411	\$9,506	\$9,601	\$9,697	\$9,794
6	\$9,849	\$9,962	\$10,076	\$10,191	\$10,308	\$10,425	\$10,526
7	\$10,147	\$10,266	\$10,386	\$10,506	\$10,628	\$10,751	\$10,855
8	\$10,640	\$11,078	\$11,531	\$12,003	\$12,492	\$12,999	\$13,504
9	\$10,674	\$11,114	\$11,571	\$12,045	\$12,537	\$13,047	\$13,552
10	\$10,708	\$11,151	\$11,610	\$12,087	\$12,581	\$13,095	\$13,599
11	\$10,741	\$11,187	\$11,649	\$12,129	\$12,626	\$13,142	\$13,647
12	\$10,775	\$11,223	\$11,689	\$12,171	\$12,671	\$13,190	\$13,695
13	\$10,809	\$11,260	\$11,728	\$12,213	\$12,716	\$13,238	\$13,742
14	\$10,809	\$11,296	\$11,767	\$12,255	\$12,761	\$13,285	\$13,790
15	\$10,876	\$11,333	\$11,806	\$12,297	\$12,806	\$13,333	\$13,838
16	\$10,910	\$11,369	\$11,846	\$12,339	\$12,851	\$13,381	\$13,886
17	\$10,943	\$11,406	\$11,885	\$12,381	\$12,896	\$13,429	\$13,933
18	\$10,977	\$11,442	\$11,924	\$12,423	\$12,940	\$13,476	\$13,981
19	\$11,011	\$11,479	\$11,963	\$12,465	\$12,985	\$13,524	\$14,029
20	\$11,044	\$11,515	\$12,003	\$12,507	\$13,030	\$13,572	\$14,076
21	\$11,078	\$11,552	\$12,042	\$12,550	\$13,075	\$13,619	\$14,124
22	\$11,112	\$11,588	\$12,081	\$12,592	\$13,120	\$13,667	\$14,172
23	\$11,145	\$11,625	\$12,121	\$12,634	\$13,165	\$13,715	\$14,219
24	\$11,179	\$11,661	\$12,160	\$12,676	\$13,210	\$13,762	\$14,267
25	\$11,213	\$11,697	\$12,199	\$12,718	\$13,255	\$13,810	\$14,315
26	\$11,246	\$11,734	\$12,238	\$12,760	\$13,300	\$13,858	\$14,362
27	\$11,280	\$11,770	\$12,278	\$12,802	\$13,344	\$13,905	\$14,410
28	\$11,314	\$11,807	\$12,317	\$12,844	\$13,389	\$13,953	\$14,458
29	\$11,347	\$11,843	\$12,356	\$12,886	\$13,434	\$14,001	\$14,505
30	\$11,381	\$11,880	\$12,395	\$12,928	\$13,479	\$14,048	\$14,553
31	\$11,414	\$11,916	\$12,435	\$12,970	\$13,524	\$14,096	\$14,601
32	\$11,448	\$11,953	\$12,474	\$13,012	\$13,569	\$14,144	\$14,648
33	\$11,482	\$11,989	\$12,513	\$13,054	\$13,614	\$14,191	\$14,696
34	\$11,515	\$12,026	\$12,552	\$13,097	\$13,659	\$14,239	\$14,744
35	\$11,549	\$12,062	\$12,592	\$13,139	\$13,703	\$14,287	\$14,792

### Shift Diff Days

DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$1,389	\$1,389	\$1,389	\$1,389	\$1,389	\$1,389
12 MOS	\$1,813	\$1,839	\$1,839	\$1,839	\$1,839	\$1,839	\$1,839
2 YRS	\$2,679	\$2,706	\$2,733	\$2,760	\$2,788	\$2,816	\$2,844
3	\$2,895	\$2,924	\$2,953	\$2,983	\$3,012	\$3,043	\$3,073
4	\$3,111	\$3,142	\$3,173	\$3,205	\$3,237	\$3,269	\$3,302
5	\$3,360	\$3,394	\$3,428	\$3,462	\$3,497	\$3,532	\$3,567
6	\$3,587	\$3,628	\$3,670	\$3,712	\$3,754	\$3,797	\$3,834
7	\$3,696	\$3,739	\$3,783	\$3,827	\$3,871	\$3,916	\$3,954
8	\$3,875	\$4,035	\$4,200	\$4,372	\$4,550	\$4,735	\$4,918
9	\$3,888	\$4,048	\$4,214	\$4,387	\$4,566	\$4,752	\$4,936
10	\$3,900	\$4,061	\$4,229	\$4,402	\$4,582	\$4,769	\$4,953
11	\$3,912	\$4,075	\$4,243	\$4,418	\$4,599	\$4,787	\$4,971
12	\$3,924	\$4,088	\$4,257	\$4,433	\$4,615	\$4,804	\$4,988
13	\$3,937	\$4,101	\$4,272	\$4,448	\$4,631	\$4,822	\$5,005
14	\$3,937	\$4,114	\$4,286	\$4,464	\$4,648	\$4,839	\$5,023
15	\$3,961	\$4,128	\$4,300	\$4,479	\$4,664	\$4,856	\$5,040
16	\$3,974	\$4,141	\$4,314	\$4,494	\$4,681	\$4,874	\$5,057
17	\$3,986	\$4,154	\$4,329	\$4,510	\$4,697	\$4,891	\$5,075
18	\$3,998	\$4,168	\$4,343	\$4,525	\$4,713	\$4,908	\$5,092
19	\$4,010	\$4,181	\$4,357	\$4,540	\$4,730	\$4,926	\$5,110
20	\$4,023	\$4,194	\$4,372	\$4,556	\$4,746	\$4,943	\$5,127
21	\$4,035	\$4,207	\$4,386	\$4,571	\$4,762	\$4,960	\$5,144
22	\$4,047	\$4,221	\$4,400	\$4,586	\$4,779	\$4,978	\$5,162
23	\$4,059	\$4,234	\$4,415	\$4,602	\$4,795	\$4,995	\$5,179
24	\$4,072	\$4,247	\$4,429	\$4,617	\$4,811	\$5,013	\$5,196
25	\$4,084	\$4,261	\$4,443	\$4,632	\$4,828	\$5,030	\$5,214
26	\$4,096	\$4,274	\$4,457	\$4,647	\$4,844	\$5,047	\$5,231
27	\$4,108	\$4,287	\$4,472	\$4,663	\$4,860	\$5,065	\$5,248
28	\$4,121	\$4,300	\$4,486	\$4,678	\$4,877	\$5,082	\$5,266
29	\$4,133	\$4,314	\$4,500	\$4,693	\$4,893	\$5,099	\$5,283
30	\$4,145	\$4,327	\$4,515	\$4,709	\$4,909	\$5,117	\$5,301
31	\$4,157	\$4,340	\$4,529	\$4,724	\$4,926	\$5,134	\$5,318
32	\$4,170	\$4,353	\$4,543	\$4,739	\$4,942	\$5,152	\$5,335
33	\$4,182	\$4,367	\$4,558	\$4,755	\$4,958	\$5,169	\$5,353
34	\$4,194	\$4,380	\$4,572	\$4,770	\$4,975	\$5,186	\$5,370
35	\$4,206	\$4,393	\$4,586	\$4,785	\$4,991	\$5,204	\$5,387

## Hourly Rates

DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$17.13	\$17.13	\$17.13	\$17.13	\$17.13	\$17.13
12 MOS	\$22.35	\$22.67	\$22.67	\$22.67	\$22.67	\$22.67	\$22.67
2 YRS	\$33.03	\$33.36	\$33.69	\$34.03	\$34.37	\$34.71	\$35.06
3	\$35.69	\$36.04	\$36.40	\$36.77	\$37.14	\$37.51	\$37.88
4	\$38.35	\$38.73	\$39.12	\$39.51	\$39.90	\$40.30	\$40.71
5	\$41.42	\$41.84	\$42.26	\$42.68	\$43.11	\$43.54	\$43.97
6	\$44.22	\$44.73	\$45.24	\$45.76	\$46.28	\$46.81	\$47.26
7	\$45.56	\$46.09	\$46.63	\$47.17	\$47.72	\$48.27	\$48.74
8	\$47.77	\$49.74	\$51.78	\$53.89	\$56.09	\$58.37	\$60.63
9	\$47.93	\$49.90	\$51.95	\$54.08	\$56.29	\$58.58	\$60.85
10	\$48.08	\$50.07	\$52.13	\$54.27	\$56.49	\$58.79	\$61.06
11	\$48.23	\$50.23	\$52.30	\$54.46	\$56.69	\$59.01	\$61.27
12	\$48.38	\$50.39	\$52.48	\$54.65	\$56.89	\$59.22	\$61.49
13	\$48.53	\$50.56	\$52.66	\$54.84	\$57.09	\$59.44	\$61.70
14	\$48.53	\$50.72	\$52.83	\$55.02	\$57.30	\$59.65	\$61.92
15	\$48.83	\$50.88	\$53.01	\$55.21	\$57.50	\$59.86	\$62.13
16	\$48.98	\$51.05	\$53.19	\$55.40	\$57.70	\$60.08	\$62.35
17	\$49.13	\$51.21	\$53.36	\$55.59	\$57.90	\$60.29	\$62.56
18	\$49.29	\$51.37	\$53.54	\$55.78	\$58.10	\$60.51	\$62.77
19	\$49.44	\$51.54	\$53.72	\$55.97	\$58.30	\$60.72	\$62.99
20	\$49.59	\$51.70	\$53.89	\$56.16	\$58.50	\$60.94	\$63.20
21	\$49.74	\$51.87	\$54.07	\$56.35	\$58.71	\$61.15	\$63.42
22	\$49.89	\$52.03	\$54.24	\$56.54	\$58.91	\$61.36	\$63.63
23	\$50.04	\$52.19	\$54.42	\$56.72	\$59.11	\$61.58	\$63.84
24	\$50.19	\$52.36	\$54.60	\$56.91	\$59.31	\$61.79	\$64.06
25	\$50.34	\$52.52	\$54.77	\$57.10	\$59.51	\$62.01	\$64.27
26	\$50.49	\$52.68	\$54.95	\$57.29	\$59.71	\$62.22	\$64.49
27	\$50.65	\$52.85	\$55.13	\$57.48	\$59.92	\$62.43	\$64.70
28	\$50.80	\$53.01	\$55.30	\$57.67	\$60.12	\$62.65	\$64.91
29	\$50.95	\$53.18	\$55.48	\$57.86	\$60.32	\$62.86	\$65.13
30	\$51.10	\$53.34	\$55.65	\$58.05	\$60.52	\$63.08	\$65.34
31	\$51.25	\$53.50	\$55.83	\$58.24	\$60.72	\$63.29	\$65.56
32	\$51.40	\$53.67	\$56.01	\$58.42	\$60.92	\$63.50	\$65.77
33	\$51.55	\$53.83	\$56.18	\$58.61	\$61.12	\$63.72	\$65.99
34	\$51.70	\$53.99	\$56.36	\$58.80	\$61.33	\$63.93	\$66.20
35	\$51.85	\$54.16	\$56.54	\$58.99	\$61.53	\$64.15	\$66.41

## Daily Rates

DATE		4/1/2007	4/1/2008	4/1/2009	4/1/2010	4/1/2011	4/1/2012
	2006	2007	2008	2009	2010	2011	2012
START		\$137.03	\$137.03	\$137.03	\$137.03	\$137.03	\$137.03
12 MOS	\$178.78	\$181.36	\$181.36	\$181.36	\$181.36	\$181.36	\$181.36
2 YRS	\$264.22	\$266.86	\$269.53	\$272.23	\$274.95	\$277.70	\$280.48
3	\$285.50	\$288.35	\$291.24	\$294.15	\$297.09	\$300.06	\$303.06
4	\$306.78	\$309.84	\$312.94	\$316.07	\$319.23	\$322.43	\$325.65
5	\$331.39	\$334.71	\$338.05	\$341.44	\$344.85	\$348.30	\$351.78
6	\$353.76	\$357.83	\$361.93	\$366.07	\$370.25	\$374.46	\$378.10
7	\$364.49	\$368.75	\$373.05	\$377.39	\$381.76	\$386.17	\$389.91
8	\$382.19	\$397.90	\$414.20	\$431.13	\$448.69	\$466.93	\$485.06
9	\$383.40	\$399.21	\$415.61	\$432.64	\$450.31	\$468.64	\$486.77
10	\$384.61	\$400.52	\$417.03	\$434.15	\$451.92	\$470.36	\$488.48
11	\$385.82	\$401.83	\$418.44	\$435.66	\$453.53	\$472.07	\$490.20
12	\$387.03	\$403.14	\$419.85	\$437.17	\$455.14	\$473.78	\$491.91
13	\$388.24	\$404.45	\$421.26	\$438.68	\$456.76	\$475.49	\$493.62
14	\$388.24	\$405.76	\$422.67	\$440.20	\$458.37	\$477.21	\$495.34
15	\$390.66	\$407.07	\$424.08	\$441.71	\$459.98	\$478.92	\$497.05
16	\$391.87	\$408.38	\$425.49	\$443.22	\$461.59	\$480.63	\$498.76
17	\$393.08	\$409.69	\$426.90	\$444.73	\$463.20	\$482.35	\$500.47
18	\$394.29	\$411.00	\$428.31	\$446.24	\$464.82	\$484.06	\$502.19
19	\$395.49	\$412.31	\$429.72	\$447.75	\$466.43	\$485.77	\$503.90
20	\$396.70	\$413.62	\$431.13	\$449.26	\$468.04	\$487.48	\$505.61
21	\$397.91	\$414.93	\$432.54	\$450.77	\$469.65	\$489.20	\$507.33
22	\$399.12	\$416.24	\$433.95	\$452.29	\$471.26	\$490.91	\$509.04
23	\$400.33	\$417.55	\$435.36	\$453.80	\$472.88	\$492.62	\$510.75
24	\$401.54	\$418.86	\$436.77	\$455.31	\$474.49	\$494.34	\$512.46
25	\$402.75	\$420.17	\$438.18	\$456.82	\$476.10	\$496.05	\$514.18
26	\$403.96	\$421.48	\$439.59	\$458.33	\$477.71	\$497.76	\$515.89
27	\$405.17	\$422.79	\$441.01	\$459.84	\$479.32	\$499.47	\$517.60
28	\$406.38	\$424.10	\$442.42	\$461.35	\$480.94	\$501.19	\$519.32
29	\$407.58	\$425.41	\$443.83	\$462.87	\$482.55	\$502.90	\$521.03
30	\$408.79	\$426.72	\$445.24	\$464.38	\$484.16	\$504.61	\$522.74
31	\$410.00	\$428.03	\$446.65	\$465.89	\$485.77	\$506.33	\$524.45
32	\$411.21	\$429.34	\$448.06	\$467.40	\$487.38	\$508.04	\$526.17
33	\$412.42	\$430.65	\$449.47	\$468.91	\$489.00	\$509.75	\$527.88
34	\$413.63	\$431.96	\$450.88	\$470.42	\$490.61	\$511.46	\$529.59
35	\$414.84	\$433.27	\$452.29	\$471.93	\$492.22	\$513.18	\$531.31

**Maximum Termination Payout**

To figure out Termination Pay multiply the amount of days by the Daily Rate

Example-Terminal Leave days,Vac Days,Sick days, Personal days, Comp etc.

**Base/Longevity/Holiday/Day Shift Diff**

	2009	2010	2011	2012
20	\$242,840	\$252,990	\$263,500	\$273,299
21	\$243,657	\$253,861	\$264,426	\$274,225
22	\$244,474	\$254,732	\$265,351	\$275,151
23	\$245,291	\$255,604	\$266,277	\$276,077
24	\$246,108	\$256,475	\$267,203	\$277,002
25	\$246,925	\$257,346	\$268,129	\$277,928
26	\$247,742	\$258,218	\$269,055	\$278,854
27	\$248,559	\$259,089	\$269,981	\$279,780
28	\$249,376	\$259,961	\$270,907	\$280,706
29	\$250,193	\$260,832	\$271,832	\$281,632
30	\$251,009	\$261,703	\$272,758	\$282,558
31	\$251,826	\$262,575	\$273,684	\$283,483
32	\$252,643	\$263,446	\$274,610	\$284,409
33	\$253,460	\$264,318	\$275,536	\$285,335
34	\$254,277	\$265,189	\$276,462	\$286,261
35	\$255,094	\$266,060	\$277,387	\$287,187

**Base/Longevity/Holiday/Night Shift Diff**

	2009	2010	2011	2012
20	\$258,744	\$269,558	\$280,757	\$291,198
21	\$259,615	\$270,487	\$281,743	\$292,184
22	\$260,485	\$271,415	\$282,730	\$293,171
23	\$261,355	\$272,343	\$283,716	\$294,157
24	\$262,226	\$273,272	\$284,703	\$295,144
25	\$263,096	\$274,200	\$285,689	\$296,130
26	\$263,967	\$275,129	\$286,676	\$297,117
27	\$264,837	\$276,057	\$287,662	\$298,103
28	\$265,708	\$276,986	\$288,649	\$299,090
29	\$266,578	\$277,914	\$289,635	\$300,076
30	\$267,448	\$278,843	\$290,622	\$301,063
31	\$268,319	\$279,771	\$291,608	\$302,049
32	\$269,189	\$280,700	\$292,594	\$303,036
33	\$270,060	\$281,628	\$293,581	\$304,022
34	\$270,930	\$282,556	\$294,567	\$305,009
35	\$271,800	\$283,485	\$295,554	\$305,995



Daily Rates For Termination Pay starting in 2009 based on 261 rate				
	2009	2010	2011	2012
20	\$427.10	\$444.95	\$463.44	\$480.67
21	\$428.54	\$446.48	\$465.07	\$482.30
22	\$429.97	\$448.02	\$466.69	\$483.93
23	\$431.41	\$449.55	\$468.32	\$485.56
24	\$432.85	\$451.08	\$469.95	\$487.18
25	\$434.29	\$452.61	\$471.58	\$488.81
26	\$435.72	\$454.15	\$473.21	\$490.44
27	\$437.16	\$455.68	\$474.84	\$492.07
28	\$438.60	\$457.21	\$476.46	\$493.70
29	\$440.03	\$458.74	\$478.09	\$495.33
30	\$441.47	\$460.28	\$479.72	\$496.96
31	\$442.91	\$461.81	\$481.35	\$498.58
32	\$444.34	\$463.34	\$482.98	\$500.21
33	\$445.78	\$464.87	\$484.61	\$501.84
34	\$447.22	\$466.41	\$486.23	\$503.47
35	\$448.65	\$467.94	\$487.86	\$505.10