



## Office of Human Resources

Martin J. Walsh, Mayor

### EXECUTIVE ORDER

February 15, 2018

The Honorable Martin Walsh  
Mayor of Boston  
Boston City Hall

Dear Mayor Walsh,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for Boston Police Superior Officers Federation. The effective date of the new base salary schedules and the rates of increases will be **2% increase 7-2-2016, 2% increase 7-1-2017, 2% increase 7-7-2018, and 2% increase 7-6-2019.**

Annual strip base wages will increase by \$2,000 effective July 1, 2017.

**Cumulative Risk Enhancement Adjustment effective 7/2/16:**

- Add New 5 Year Strip Base - Equal to 3rd Year Annual Strip Base plus \$1,500.00
- Add New 10 Year Strip Base - Equal to 3rd Year Annual Strip Base plus \$3,000.00
- Add New 15 Year Strip Base - Equal to 3rd Year Annual Strip Base plus \$6,000.00 (Replaces the current 20 Strip Base)

**Educational Incentives will increase as follows:**

- Effective 7-1-2017 - Increase to 85%
- Effective 7-7-2018 - Increase to 100%

**Hazardous Duty Compensation:**

- Effective 7-1-2017 - Increase to 3.15%
- Effective 7-7-2018 - Increase to 3.90%

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the Boston Police Superior Officers Federation.


Respectfully,

  
Vivian Leonard, Director  
Office of Human Resources

Approved:

  
Emme Handy  
Chief of Administration and Finance

Approved:

  
Martin J. Walsh  
Mayor

**Superior Officers**

**July 2, 2016**

<b>Sergeants</b>								
<b>Days</b>	<b>Base</b>	<b>Shift</b>	<b>Gross</b>	<b>Hrly Gross</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Uniform</b>	<b>Annual</b>
3rd Year	1,731.85	108.24	1,840.09	46.00	64.94	460.02	800.00	102,464.94
Longevity 5 Yrs of Service	1,799.78	112.49	1,912.27	47.81	67.49	478.07	800.00	106,452.95
Longevity 10 Yrs of Service	1,867.70	116.73	1,984.43	49.61	70.04	496.11	800.00	110,439.79
Longevity 15 Yrs of Service	1,965.09	122.82	2,087.91	52.20	73.69	521.98	800.00	116,157.06
Longevity 20 Yrs of Service	2,003.56	125.22	2,128.78	53.22	75.13	532.20	800.00	118,415.16
Longevity 25 Yrs of Service	2,013.25	125.83	2,139.08	53.48	75.50	534.77	800.00	118,984.17
Education 5 Yrs of Service	1,761.32	110.08	1,871.40	46.79	66.05	467.85	800.00	104,194.85
Education 10 Yrs of Service	1,790.78	111.92	1,902.70	47.57	67.15	475.68	800.00	105,924.24
Education 15 Yrs of Service	1,849.71	115.61	1,965.32	49.13	69.36	491.33	800.00	109,383.93
Education 25 Yrs of Service	1,859.40	116.21	1,975.61	49.39	69.73	493.90	800.00	109,952.42

<b>Sergeants</b>								
<b>Nights</b>	<b>Base</b>	<b>Shift</b>	<b>Gross</b>	<b>Hrly Gross</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Uniform</b>	<b>Annual</b>
3rd Year	1,731.85	155.87	1,887.72	47.19	64.94	471.93	800.00	105,096.53
Longevity 5 Yrs of Service	1,799.78	158.52	1,958.30	48.96	67.49	489.58	800.00	108,996.14
Longevity 10 Yrs of Service	1,867.70	161.17	2,028.87	50.72	70.04	507.22	800.00	112,895.10
Longevity 15 Yrs of Service	1,965.09	166.47	2,131.56	53.29	73.69	532.89	800.00	118,568.69
Longevity 20 Yrs of Service	2,003.56	166.47	2,170.03	54.25	75.13	542.51	800.00	120,694.19
Longevity 25 Yrs of Service	2,013.25	167.35	2,180.60	54.52	75.50	545.15	800.00	121,278.15
Education 5 Yrs of Service	1,761.32	158.52	1,919.84	48.00	66.05	479.96	800.00	106,871.16
Education 10 Yrs of Service	1,790.78	161.17	1,951.95	48.80	67.15	487.99	800.00	108,645.27
Education 15 Yrs of Service	1,849.71	166.47	2,016.18	50.40	69.36	504.05	800.00	112,194.01
Education 25 Yrs of Service	1,859.40	167.35	2,026.75	50.67	69.73	506.69	800.00	112,777.97

<b>Sergeants</b>								
<b>Last</b>	<b>Base</b>	<b>Shift</b>	<b>Gross</b>	<b>Hrly Gross</b>	<b>Overtime</b>	<b>Holiday</b>	<b>Uniform</b>	<b>Annual</b>
3rd Year	1,731.85	173.19	1,905.04	47.63	64.94	476.26	800.00	106,053.46
Longevity 5 Yrs of Service	1,799.78	176.13	1,975.91	49.40	67.49	493.98	800.00	109,969.06
Longevity 10 Yrs of Service	1,867.70	179.08	2,046.78	51.17	70.04	511.70	800.00	113,884.66
Longevity 15 Yrs of Service	1,965.09	184.97	2,150.06	53.75	73.69	537.52	800.00	119,590.88
Longevity 20 Yrs of Service	2,003.56	184.97	2,188.53	54.71	75.13	547.13	800.00	121,716.25
Longevity 25 Yrs of Service	2,013.25	185.94	2,199.19	54.98	75.50	549.80	800.00	122,305.28
Education 5 Yrs of Service	1,761.32	176.13	1,937.45	48.44	66.05	484.36	800.00	107,844.08
Education 10 Yrs of Service	1,790.78	179.08	1,969.86	49.25	67.15	492.47	800.00	109,634.83
Education 15 Yrs of Service	1,849.71	184.97	2,034.68	50.87	69.36	508.67	800.00	113,216.07
Education 25 Yrs of Service	1,859.40	185.94	2,045.34	51.13	69.73	511.34	800.00	113,805.10

Lieutenant								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,016.04	126.00	2,142.04	53.55	75.60	535.51	800.00	119,147.71
Longevity 5 Yrs of Service	2,083.97	130.25	2,214.22	55.36	78.15	553.56	800.00	123,135.72
Longevity 10 Yrs of Service	2,151.89	134.49	2,286.38	57.16	80.70	571.60	800.00	127,122.56
Longevity 15 Yrs of Service	2,249.28	140.58	2,389.86	59.75	84.35	597.47	800.00	132,839.83
Longevity 20 Yrs of Service	2,287.75	142.98	2,430.73	60.77	85.79	607.68	800.00	135,097.80
Longevity 25 Yrs of Service	2,297.43	143.59	2,441.02	61.03	86.15	610.26	800.00	135,666.42
Education 5 Yrs of Service	2,045.51	127.84	2,173.35	54.33	76.71	543.34	800.00	120,877.62
Education 10 Yrs of Service	2,074.97	129.69	2,204.66	55.12	77.81	551.17	800.00	122,607.53
Education 15 Yrs of Service	2,133.90	133.37	2,267.27	56.68	80.02	566.82	800.00	126,066.70
Education 25 Yrs of Service	2,143.58	133.97	2,277.55	56.94	80.38	569.39	800.00	126,634.67

Lieutenant								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,016.04	181.44	2,197.48	54.94	75.60	549.37	800.00	122,210.77
Longevity 5 Yrs of Service	2,083.97	184.10	2,268.07	56.70	78.15	567.02	800.00	126,110.90
Longevity 10 Yrs of Service	2,151.89	186.75	2,338.64	58.47	80.70	584.66	800.00	130,009.86
Longevity 15 Yrs of Service	2,249.28	192.05	2,441.33	61.03	84.35	610.33	800.00	135,683.45
Longevity 20 Yrs of Service	2,287.75	192.05	2,479.80	62.00	85.79	619.95	800.00	137,808.95
Longevity 25 Yrs of Service	2,297.43	192.92	2,490.35	62.26	86.15	622.59	800.00	138,391.87
Education 5 Yrs of Service	2,045.51	184.10	2,229.61	55.74	76.71	557.40	800.00	123,985.92
Education 10 Yrs of Service	2,074.97	186.75	2,261.72	56.54	77.81	565.43	800.00	125,760.03
Education 15 Yrs of Service	2,133.90	192.05	2,325.95	58.15	80.02	581.49	800.00	129,308.77
Education 25 Yrs of Service	2,143.58	192.92	2,336.50	58.41	80.38	584.13	800.00	129,891.69

Lieutenant								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,016.04	201.60	2,217.64	55.44	75.60	554.41	800.00	123,324.61
Longevity 5 Yrs of Service	2,083.97	204.55	2,288.52	57.21	78.15	572.13	800.00	127,240.73
Longevity 10 Yrs of Service	2,151.89	207.50	2,359.39	58.98	80.70	589.85	800.00	131,156.33
Longevity 15 Yrs of Service	2,249.28	213.39	2,462.67	61.57	84.35	615.67	800.00	136,862.55
Longevity 20 Yrs of Service	2,287.75	213.39	2,501.14	62.53	85.79	625.29	800.00	138,988.05
Longevity 25 Yrs of Service	2,297.43	214.36	2,511.79	62.79	86.15	627.95	800.00	139,576.43
Education 5 Yrs of Service	2,045.51	204.55	2,250.06	56.25	76.71	562.52	800.00	125,115.88
Education 10 Yrs of Service	2,074.97	207.50	2,282.47	57.06	77.81	570.62	800.00	126,906.50
Education 15 Yrs of Service	2,133.90	213.39	2,347.29	58.68	80.02	586.82	800.00	130,487.74
Education 25 Yrs of Service	2,143.58	214.36	2,357.94	58.95	80.38	589.49	800.00	131,076.25

Captain								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,346.29	146.64	2,492.93	62.32	87.99	623.23	800.00	138,534.35
Longevity 5 Yrs of Service	2,414.22	150.89	2,565.11	64.13	90.53	641.28	800.00	142,522.36
Longevity 10 Yrs of Service	2,482.14	155.13	2,637.27	65.93	93.08	659.32	800.00	146,509.20
Longevity 15 Yrs of Service	2,579.53	161.22	2,740.75	68.52	96.73	685.19	800.00	152,226.47
Longevity 20 Yrs of Service	2,618.00	163.63	2,781.63	69.54	98.18	695.41	800.00	154,485.09
Longevity 25 Yrs of Service	2,627.68	164.23	2,791.91	69.80	98.54	697.98	800.00	155,053.06
Education 5 Yrs of Service	2,375.76	148.49	2,524.25	63.11	89.09	631.06	800.00	140,264.78
Education 10 Yrs of Service	2,405.22	150.33	2,555.55	63.89	90.20	638.89	800.00	141,994.17
Education 15 Yrs of Service	2,464.15	154.01	2,618.16	65.45	92.41	654.54	800.00	145,453.34
Education 25 Yrs of Service	2,473.83	154.61	2,628.44	65.71	92.77	657.11	800.00	146,021.31

Captain								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,346.29	211.17	2,557.46	63.94	87.99	639.37	800.00	142,099.73
Longevity 5 Yrs of Service	2,414.22	213.82	2,628.04	65.70	90.53	657.01	800.00	145,999.21
Longevity 10 Yrs of Service	2,482.14	216.47	2,698.61	67.47	93.08	674.65	800.00	149,898.17
Longevity 15 Yrs of Service	2,579.53	221.77	2,801.30	70.03	96.73	700.33	800.00	155,571.89
Longevity 20 Yrs of Service	2,618.00	221.77	2,839.77	70.99	98.18	709.94	800.00	157,697.26
Longevity 25 Yrs of Service	2,627.68	222.64	2,850.32	71.26	98.54	712.58	800.00	158,280.18
Education 5 Yrs of Service	2,375.76	213.82	2,589.58	64.74	89.09	647.40	800.00	143,874.36
Education 10 Yrs of Service	2,405.22	216.47	2,621.69	65.54	90.20	655.42	800.00	145,648.34
Education 15 Yrs of Service	2,464.15	221.77	2,685.92	67.15	92.41	671.48	800.00	149,197.08
Education 25 Yrs of Service	2,473.83	222.64	2,696.47	67.41	92.77	674.12	800.00	149,780.00

Captain								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,346.29	234.63	2,580.92	64.52	87.99	645.23	800.00	143,395.83
Longevity 5 Yrs of Service	2,414.22	237.58	2,651.80	66.30	90.53	662.95	800.00	147,311.95
Longevity 10 Yrs of Service	2,482.14	240.52	2,722.66	68.07	93.08	680.67	800.00	151,227.03
Longevity 15 Yrs of Service	2,579.53	246.42	2,825.95	70.65	96.73	706.49	800.00	156,933.77
Longevity 20 Yrs of Service	2,618.00	246.42	2,864.42	71.61	98.18	716.11	800.00	159,059.27
Longevity 25 Yrs of Service	2,627.68	247.38	2,875.06	71.88	98.54	718.77	800.00	159,647.13
Education 5 Yrs of Service	2,375.76	237.58	2,613.34	65.33	89.09	653.34	800.00	145,187.10
Education 10 Yrs of Service	2,405.22	240.52	2,645.74	66.14	90.20	661.44	800.00	146,977.20
Education 15 Yrs of Service	2,464.15	246.42	2,710.57	67.76	92.41	677.64	800.00	150,558.96
Education 25 Yrs of Service	2,473.83	247.38	2,721.21	68.03	92.77	680.30	800.00	151,146.82



Captain DDC								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,423.29	151.46	2,574.75	64.37	90.87	643.69	800.00	143,054.97
Longevity 5 Yrs of Service	2,491.22	155.70	2,646.92	66.17	93.42	661.73	800.00	147,042.33
Longevity 10 Yrs of Service	2,559.14	159.95	2,719.09	67.98	95.97	679.77	800.00	151,029.69
Longevity 15 Yrs of Service	2,656.53	166.03	2,822.56	70.56	99.62	705.64	800.00	156,746.44
Longevity 20 Yrs of Service	2,695.00	168.44	2,863.44	71.59	101.06	715.86	800.00	159,005.06
Longevity 25 Yrs of Service	2,704.68	169.04	2,873.72	71.84	101.43	718.43	800.00	159,573.03
Education 5 Yrs of Service	2,452.76	153.30	2,606.06	65.15	91.98	651.52	800.00	144,784.88
Education 10 Yrs of Service	2,482.22	155.14	2,637.36	65.93	93.08	659.34	800.00	146,514.14
Education 15 Yrs of Service	2,541.15	158.82	2,699.97	67.50	95.29	674.99	800.00	149,973.31
Education 25 Yrs of Service	2,550.83	159.43	2,710.26	67.76	95.66	677.57	800.00	150,541.93

**Superior Officers  
July 1, 2017**

Sergeants								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,824.25	114.02	1,938.27	48.46	68.41	484.57	800.00	107,889.45
Longevity 5 Yrs of Service	1,893.06	118.32	2,011.38	50.28	70.99	502.85	800.00	111,928.81
Longevity 10 Yrs of Service	1,961.86	122.62	2,084.48	52.11	73.57	521.12	800.00	115,967.52
Longevity 15 Yrs of Service	2,061.02	128.81	2,189.83	54.75	77.29	547.46	800.00	121,788.14
Longevity 20 Yrs of Service	2,099.49	131.22	2,230.71	55.77	78.73	557.68	800.00	124,046.76
Longevity 25 Yrs of Service	2,109.46	131.84	2,241.30	56.03	79.10	560.33	800.00	124,631.89
Education 5 Yrs of Service	1,854.60	115.91	1,970.51	49.26	69.55	492.63	800.00	109,670.71
Education 10 Yrs of Service	1,884.94	117.81	2,002.75	50.07	70.69	500.69	800.00	111,451.97
Education 15 Yrs of Service	1,945.64	121.60	2,067.24	51.68	72.96	516.81	800.00	115,015.01
Education 25 Yrs of Service	1,955.61	122.23	2,077.84	51.95	73.34	519.46	800.00	115,600.66

Sergeants								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,824.25	164.18	1,988.43	49.71	68.41	497.11	800.00	110,660.79
Longevity 5 Yrs of Service	1,893.06	166.91	2,059.97	51.50	70.99	514.99	800.00	114,613.31
Longevity 10 Yrs of Service	1,961.86	169.64	2,131.50	53.29	73.57	532.88	800.00	118,565.44
Longevity 15 Yrs of Service	2,061.02	175.11	2,236.13	55.90	77.29	559.03	800.00	124,346.15
Longevity 20 Yrs of Service	2,099.49	175.11	2,274.60	56.87	78.73	568.65	800.00	126,471.65
Longevity 25 Yrs of Service	2,109.46	176.00	2,285.46	57.14	79.10	571.37	800.00	127,071.73
Education 5 Yrs of Service	1,854.60	166.91	2,021.51	50.54	69.55	505.38	800.00	112,488.46
Education 10 Yrs of Service	1,884.94	169.64	2,054.58	51.36	70.69	513.65	800.00	114,315.61
Education 15 Yrs of Service	1,945.64	175.11	2,120.75	53.02	72.96	530.19	800.00	117,971.47
Education 25 Yrs of Service	1,955.61	176.00	2,131.61	53.29	73.34	532.90	800.00	118,571.42

Sergeants								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,824.25	182.43	2,006.68	50.17	68.41	501.67	800.00	111,669.07
Longevity 5 Yrs of Service	1,893.06	185.46	2,078.52	51.96	70.99	519.63	800.00	115,638.23
Longevity 10 Yrs of Service	1,961.86	188.49	2,150.35	53.76	73.57	537.59	800.00	119,606.87
Longevity 15 Yrs of Service	2,061.02	194.56	2,255.58	56.39	77.29	563.90	800.00	125,420.86
Longevity 20 Yrs of Service	2,099.49	194.56	2,294.05	57.35	78.73	573.51	800.00	127,546.23
Longevity 25 Yrs of Service	2,109.46	195.56	2,305.02	57.63	79.10	576.26	800.00	128,152.42
Education 5 Yrs of Service	1,854.60	185.46	2,040.06	51.00	69.55	510.02	800.00	113,513.38
Education 10 Yrs of Service	1,884.94	188.49	2,073.43	51.84	70.69	518.36	800.00	115,357.04
Education 15 Yrs of Service	1,945.64	194.56	2,140.20	53.51	72.96	535.05	800.00	119,046.05
Education 25 Yrs of Service	1,955.61	195.56	2,151.17	53.78	73.34	537.79	800.00	119,652.11

Lieutenant								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,116.96	132.31	2,249.27	56.23	79.39	562.32	800.00	125,072.20
Longevity 5 Yrs of Service	2,185.77	136.61	2,322.38	58.06	81.97	580.60	800.00	129,111.56
Longevity 10 Yrs of Service	2,254.58	140.91	2,395.49	59.89	84.55	598.87	800.00	133,150.79
Longevity 15 Yrs of Service	2,353.74	147.11	2,500.85	62.52	88.27	625.21	800.00	138,971.93
Longevity 20 Yrs of Service	2,392.21	149.51	2,541.72	63.54	89.71	635.43	800.00	141,230.03
Longevity 25 Yrs of Service	2,402.17	150.14	2,552.31	63.81	90.08	638.08	800.00	141,815.16
Education 5 Yrs of Service	2,147.31	134.21	2,281.52	57.04	80.52	570.38	800.00	126,853.98
Education 10 Yrs of Service	2,177.66	136.10	2,313.76	57.84	81.66	578.44	800.00	128,635.24
Education 15 Yrs of Service	2,238.36	139.90	2,378.26	59.46	83.94	594.57	800.00	132,198.93
Education 25 Yrs of Service	2,248.32	140.52	2,388.84	59.72	84.31	597.21	800.00	132,783.41

Lieutenant								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,116.96	190.53	2,307.49	57.69	79.39	576.87	800.00	128,288.79
Longevity 5 Yrs of Service	2,185.77	193.26	2,379.03	59.48	81.97	594.76	800.00	132,241.44
Longevity 10 Yrs of Service	2,254.58	195.99	2,450.57	61.26	84.55	612.64	800.00	136,193.96
Longevity 15 Yrs of Service	2,353.74	201.45	2,555.19	63.88	88.27	638.80	800.00	141,974.28
Longevity 20 Yrs of Service	2,392.21	201.45	2,593.66	64.84	89.71	648.42	800.00	144,099.78
Longevity 25 Yrs of Service	2,402.17	202.35	2,604.52	65.11	90.08	651.13	800.00	144,699.73
Education 5 Yrs of Service	2,147.31	193.26	2,340.57	58.51	80.52	585.14	800.00	130,116.46
Education 10 Yrs of Service	2,177.66	195.99	2,373.65	59.34	81.66	593.41	800.00	131,944.13
Education 15 Yrs of Service	2,238.36	201.45	2,439.81	61.00	83.94	609.95	800.00	135,599.47
Education 25 Yrs of Service	2,248.32	202.35	2,450.67	61.27	84.31	612.67	800.00	136,199.55

Lieutenant								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,116.96	211.70	2,328.66	58.22	79.39	582.17	800.00	129,458.53
Longevity 5 Yrs of Service	2,185.77	214.73	2,400.50	60.01	81.97	600.13	800.00	133,427.69
Longevity 10 Yrs of Service	2,254.58	217.77	2,472.35	61.81	84.55	618.09	800.00	137,397.37
Longevity 15 Yrs of Service	2,353.74	223.84	2,577.58	64.44	88.27	644.40	800.00	143,211.36
Longevity 20 Yrs of Service	2,392.21	223.84	2,616.05	65.40	89.71	654.01	800.00	145,336.73
Longevity 25 Yrs of Service	2,402.17	224.83	2,627.00	65.68	90.08	656.75	800.00	145,941.75
Education 5 Yrs of Service	2,147.31	214.73	2,362.04	59.05	80.52	590.51	800.00	131,302.71
Education 10 Yrs of Service	2,177.66	217.77	2,395.43	59.89	81.66	598.86	800.00	133,147.54
Education 15 Yrs of Service	2,238.36	223.84	2,462.20	61.56	83.94	615.55	800.00	136,836.55
Education 25 Yrs of Service	2,248.32	224.83	2,473.15	61.83	84.31	618.29	800.00	137,441.57

Captain								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,457.12	153.57	2,610.69	65.27	92.14	652.67	800.00	145,040.59
Longevity 5 Yrs of Service	2,525.92	157.87	2,683.79	67.09	94.72	670.95	800.00	149,079.43
Longevity 10 Yrs of Service	2,594.73	162.17	2,756.90	68.92	97.30	689.23	800.00	153,118.79
Longevity 15 Yrs of Service	2,693.89	168.37	2,862.26	71.56	101.02	715.57	800.00	158,939.93
Longevity 20 Yrs of Service	2,732.36	170.77	2,903.13	72.58	102.46	725.78	800.00	161,197.90
Longevity 25 Yrs of Service	2,742.32	171.40	2,913.72	72.84	102.84	728.43	800.00	161,783.03
Education 5 Yrs of Service	2,487.46	155.47	2,642.93	66.07	93.28	660.73	800.00	146,821.85
Education 10 Yrs of Service	2,517.81	157.36	2,675.17	66.88	94.42	668.79	800.00	148,603.11
Education 15 Yrs of Service	2,578.51	161.16	2,739.67	68.49	96.69	684.92	800.00	152,166.80
Education 25 Yrs of Service	2,588.47	161.78	2,750.25	68.76	97.07	687.56	800.00	152,751.28

Captain								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,457.12	221.14	2,678.26	66.96	92.14	669.57	800.00	148,773.93
Longevity 5 Yrs of Service	2,525.92	223.87	2,749.79	68.74	94.72	687.45	800.00	152,725.93
Longevity 10 Yrs of Service	2,594.73	226.60	2,821.33	70.53	97.30	705.33	800.00	156,678.45
Longevity 15 Yrs of Service	2,693.89	232.07	2,925.96	73.15	101.02	731.49	800.00	162,459.29
Longevity 20 Yrs of Service	2,732.36	232.07	2,964.43	74.11	102.46	741.11	800.00	164,584.79
Longevity 25 Yrs of Service	2,742.32	232.96	2,975.28	74.38	102.84	743.82	800.00	165,184.22
Education 5 Yrs of Service	2,487.46	223.87	2,711.33	67.78	93.28	677.83	800.00	150,600.95
Education 10 Yrs of Service	2,517.81	226.60	2,744.41	68.61	94.42	686.10	800.00	152,428.62
Education 15 Yrs of Service	2,578.51	232.07	2,810.58	70.26	96.69	702.65	800.00	156,084.61
Education 25 Yrs of Service	2,588.47	232.96	2,821.43	70.54	97.07	705.36	800.00	156,684.04

Captain								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,457.12	245.71	2,702.83	67.57	92.14	675.71	800.00	150,131.39
Longevity 5 Yrs of Service	2,525.92	248.75	2,774.67	69.37	94.72	693.67	800.00	154,100.55
Longevity 10 Yrs of Service	2,594.73	251.78	2,846.51	71.16	97.30	711.63	800.00	158,069.71
Longevity 15 Yrs of Service	2,693.89	257.85	2,951.74	73.79	101.02	737.94	800.00	163,883.70
Longevity 20 Yrs of Service	2,732.36	257.85	2,990.21	74.76	102.46	747.55	800.00	166,009.07
Longevity 25 Yrs of Service	2,742.32	258.85	3,001.17	75.03	102.84	750.29	800.00	166,614.61
Education 5 Yrs of Service	2,487.46	248.75	2,736.21	68.41	93.28	684.05	800.00	151,975.57
Education 10 Yrs of Service	2,517.81	251.78	2,769.59	69.24	94.42	692.40	800.00	153,819.88
Education 15 Yrs of Service	2,578.51	257.85	2,836.36	70.91	96.69	709.09	800.00	157,508.89
Education 25 Yrs of Service	2,588.47	258.85	2,847.32	71.18	97.07	711.83	800.00	158,114.43

Captain DDC								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,534.12	158.38	2,692.50	67.31	95.03	673.13	800.00	149,560.69
Longevity 5 Yrs of Service	2,602.92	162.68	2,765.60	69.14	97.61	691.40	800.00	153,599.40
Longevity 10 Yrs of Service	2,671.73	166.98	2,838.71	70.97	100.19	709.68	800.00	157,638.76
Longevity 15 Yrs of Service	2,770.89	173.18	2,944.07	73.60	103.91	736.02	800.00	163,459.90
Longevity 20 Yrs of Service	2,809.36	175.59	2,984.95	74.62	105.35	746.24	800.00	165,718.52
Longevity 25 Yrs of Service	2,819.32	176.21	2,995.53	74.89	105.72	748.88	800.00	166,303.00
Education 5 Yrs of Service	2,564.46	160.28	2,724.74	68.12	96.17	681.19	800.00	151,341.95
Education 10 Yrs of Service	2,594.81	162.18	2,756.99	68.92	97.31	689.25	800.00	153,123.73
Education 15 Yrs of Service	2,655.51	165.97	2,821.48	70.54	99.58	705.37	800.00	156,686.77
Education 25 Yrs of Service	2,665.47	166.59	2,832.06	70.80	99.96	708.02	800.00	157,271.38



**Superior Officers  
July 7, 2018**

Sergeants								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,874.26	117.14	1,991.40	49.79	70.28	497.85	800.00	110,824.85
Longevity 5 Yrs of Service	1,943.90	121.49	2,065.39	51.63	72.90	516.35	800.00	114,912.83
Longevity 10 Yrs of Service	2,013.54	125.85	2,139.39	53.48	75.51	534.85	800.00	119,001.33
Longevity 15 Yrs of Service	2,114.35	132.15	2,246.50	56.16	79.29	561.63	800.00	124,919.19
Longevity 20 Yrs of Service	2,152.82	134.55	2,287.37	57.18	80.73	571.84	800.00	127,177.16
Longevity 25 Yrs of Service	2,163.08	135.19	2,298.27	57.46	81.12	574.57	800.00	127,779.45
Education 5 Yrs of Service	1,905.44	119.09	2,024.53	50.61	71.45	506.13	800.00	112,655.25
Education 10 Yrs of Service	1,936.62	121.04	2,057.66	51.44	72.62	514.42	800.00	114,485.78
Education 15 Yrs of Service	1,998.97	124.94	2,123.91	53.10	74.96	530.98	800.00	118,146.06
Education 25 Yrs of Service	2,009.23	125.58	2,134.81	53.37	75.35	533.70	800.00	118,748.22

Sergeants								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,874.26	168.68	2,042.94	51.07	70.28	510.74	800.00	113,672.50
Longevity 5 Yrs of Service	1,943.90	171.49	2,115.39	52.88	72.90	528.85	800.00	117,675.33
Longevity 10 Yrs of Service	2,013.54	174.30	2,187.84	54.70	75.51	546.96	800.00	121,678.16
Longevity 15 Yrs of Service	2,114.35	179.91	2,294.26	57.36	79.29	573.57	800.00	127,557.93
Longevity 20 Yrs of Service	2,152.82	179.91	2,332.73	58.32	80.73	583.18	800.00	129,683.30
Longevity 25 Yrs of Service	2,163.08	180.83	2,343.91	58.60	81.12	585.98	800.00	130,301.06
Education 5 Yrs of Service	1,905.44	171.49	2,076.93	51.92	71.45	519.23	800.00	115,550.35
Education 10 Yrs of Service	1,936.62	174.30	2,110.92	52.77	72.62	527.73	800.00	117,428.33
Education 15 Yrs of Service	1,998.97	179.91	2,178.88	54.47	74.96	544.72	800.00	121,183.12
Education 25 Yrs of Service	2,009.23	180.83	2,190.06	54.75	75.35	547.52	800.00	121,800.88

Sergeants								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,874.26	187.43	2,061.69	51.54	70.28	515.42	800.00	114,708.34
Longevity 5 Yrs of Service	1,943.90	190.54	2,134.44	53.36	72.90	533.61	800.00	118,727.81
Longevity 10 Yrs of Service	2,013.54	193.66	2,207.20	55.18	75.51	551.80	800.00	122,747.80
Longevity 15 Yrs of Service	2,114.35	199.90	2,314.25	57.86	79.29	578.56	800.00	128,662.28
Longevity 20 Yrs of Service	2,152.82	199.90	2,352.72	58.82	80.73	588.18	800.00	130,787.78
Longevity 25 Yrs of Service	2,163.08	200.92	2,364.00	59.10	81.12	591.00	800.00	131,411.00
Education 5 Yrs of Service	1,905.44	190.54	2,095.98	52.40	71.45	524.00	800.00	116,602.96
Education 10 Yrs of Service	1,936.62	193.66	2,130.28	53.26	72.62	532.57	800.00	118,497.97
Education 15 Yrs of Service	1,998.97	199.90	2,198.87	54.97	74.96	549.72	800.00	122,287.60
Education 25 Yrs of Service	2,009.23	200.92	2,210.15	55.25	75.35	552.54	800.00	122,910.82

Lieutenant								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,175.00	135.94	2,310.94	57.77	81.56	577.74	800.00	128,479.50
Longevity 5 Yrs of Service	2,244.64	140.29	2,384.93	59.62	84.17	596.23	800.00	132,567.35
Longevity 10 Yrs of Service	2,314.28	144.64	2,458.92	61.47	86.79	614.73	800.00	136,655.33
Longevity 15 Yrs of Service	2,415.10	150.94	2,566.04	64.15	90.57	641.51	800.00	142,573.71
Longevity 20 Yrs of Service	2,453.57	153.35	2,606.92	65.17	92.01	651.73	800.00	144,832.33
Longevity 25 Yrs of Service	2,463.81	153.99	2,617.80	65.45	92.39	654.45	800.00	145,433.45
Education 5 Yrs of Service	2,206.18	137.89	2,344.07	58.60	82.73	586.02	800.00	130,309.90
Education 10 Yrs of Service	2,237.36	139.84	2,377.20	59.43	83.90	594.30	800.00	132,140.30
Education 15 Yrs of Service	2,299.72	143.73	2,443.45	61.09	86.24	610.86	800.00	135,800.58
Education 25 Yrs of Service	2,309.96	144.37	2,454.33	61.36	86.62	613.58	800.00	136,401.70

Lieutenant								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,175.00	195.75	2,370.75	59.27	81.56	592.69	800.00	131,783.97
Longevity 5 Yrs of Service	2,244.64	198.56	2,443.20	61.08	84.17	610.80	800.00	135,786.80
Longevity 10 Yrs of Service	2,314.28	201.36	2,515.64	62.89	86.79	628.91	800.00	139,789.11
Longevity 15 Yrs of Service	2,415.10	206.97	2,622.07	65.55	90.57	655.52	800.00	145,669.40
Longevity 20 Yrs of Service	2,453.57	206.97	2,660.54	66.51	92.01	665.14	800.00	147,794.90
Longevity 25 Yrs of Service	2,463.81	207.90	2,671.71	66.79	92.39	667.93	800.00	148,412.01
Education 5 Yrs of Service	2,206.18	198.56	2,404.74	60.12	82.73	601.19	800.00	133,661.95
Education 10 Yrs of Service	2,237.36	201.36	2,438.72	60.97	83.90	609.68	800.00	135,539.28
Education 15 Yrs of Service	2,299.72	206.97	2,506.69	62.67	86.24	626.67	800.00	139,294.59
Education 25 Yrs of Service	2,309.96	207.90	2,517.86	62.95	86.62	629.47	800.00	139,911.83

Lieutenant								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,175.00	217.50	2,392.50	59.81	81.56	598.13	800.00	132,985.69
Longevity 5 Yrs of Service	2,244.64	220.62	2,465.26	61.63	84.17	616.32	800.00	137,005.68
Longevity 10 Yrs of Service	2,314.28	223.74	2,538.02	63.45	86.79	634.51	800.00	141,025.67
Longevity 15 Yrs of Service	2,415.10	229.97	2,645.07	66.13	90.57	661.27	800.00	146,940.15
Longevity 20 Yrs of Service	2,453.57	229.97	2,683.54	67.09	92.01	670.89	800.00	149,065.65
Longevity 25 Yrs of Service	2,463.81	231.00	2,694.81	67.37	92.39	673.70	800.00	149,688.22
Education 5 Yrs of Service	2,206.18	220.62	2,426.80	60.67	82.73	606.70	800.00	134,880.70
Education 10 Yrs of Service	2,237.36	223.74	2,461.10	61.53	83.90	615.28	800.00	136,775.84
Education 15 Yrs of Service	2,299.72	229.97	2,529.69	63.24	86.24	632.42	800.00	140,565.34
Education 25 Yrs of Service	2,309.96	231.00	2,540.96	63.52	86.62	635.24	800.00	141,188.04

Captain								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,524.48	157.78	2,682.26	67.06	94.67	670.57	800.00	148,994.93
Longevity 5 Yrs of Service	2,594.12	162.13	2,756.25	68.91	97.28	689.06	800.00	153,082.78
Longevity 10 Yrs of Service	2,663.76	166.49	2,830.25	70.76	99.89	707.56	800.00	157,171.28
Longevity 15 Yrs of Service	2,764.59	172.79	2,937.38	73.43	103.67	734.35	800.00	163,090.31
Longevity 20 Yrs of Service	2,803.06	175.19	2,978.25	74.46	105.11	744.56	800.00	165,348.28
Longevity 25 Yrs of Service	2,813.28	175.83	2,989.11	74.73	105.50	747.28	800.00	165,948.36
Education 5 Yrs of Service	2,555.66	159.73	2,715.39	67.88	95.84	678.85	800.00	150,825.33
Education 10 Yrs of Service	2,586.84	161.68	2,748.52	68.71	97.01	687.13	800.00	152,655.73
Education 15 Yrs of Service	2,649.21	165.58	2,814.79	70.37	99.35	703.70	800.00	156,317.18
Education 25 Yrs of Service	2,659.43	166.21	2,825.64	70.64	99.73	706.41	800.00	156,916.61

Captain								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,524.48	227.20	2,751.68	68.79	94.67	687.92	800.00	152,830.32
Longevity 5 Yrs of Service	2,594.12	230.01	2,824.13	70.60	97.28	706.03	800.00	156,833.15
Longevity 10 Yrs of Service	2,663.76	232.82	2,896.58	72.41	99.89	724.15	800.00	160,836.11
Longevity 15 Yrs of Service	2,764.59	238.43	3,003.02	75.08	103.67	750.76	800.00	166,716.92
Longevity 20 Yrs of Service	2,803.06	238.43	3,041.49	76.04	105.11	760.37	800.00	168,842.29
Longevity 25 Yrs of Service	2,813.28	239.35	3,052.63	76.32	105.50	763.16	800.00	169,457.84
Education 5 Yrs of Service	2,555.66	230.01	2,785.67	69.64	95.84	696.42	800.00	154,708.30
Education 10 Yrs of Service	2,586.84	232.82	2,819.66	70.49	97.01	704.92	800.00	156,586.28
Education 15 Yrs of Service	2,649.21	238.43	2,887.64	72.19	99.35	721.91	800.00	160,342.11
Education 25 Yrs of Service	2,659.43	239.35	2,898.78	72.47	99.73	724.70	800.00	160,957.66

Captain								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,524.48	252.45	2,776.93	69.42	94.67	694.23	800.00	154,225.35
Longevity 5 Yrs of Service	2,594.12	255.57	2,849.69	71.24	97.28	712.42	800.00	158,245.34
Longevity 10 Yrs of Service	2,663.76	258.68	2,922.44	73.06	99.89	730.61	800.00	162,264.81
Longevity 15 Yrs of Service	2,764.59	264.92	3,029.51	75.74	103.67	757.38	800.00	168,180.46
Longevity 20 Yrs of Service	2,803.06	264.92	3,067.98	76.70	105.11	767.00	800.00	170,305.96
Longevity 25 Yrs of Service	2,813.28	265.94	3,079.22	76.98	105.50	769.81	800.00	170,926.97
Education 5 Yrs of Service	2,555.66	255.57	2,811.23	70.28	95.84	702.81	800.00	156,120.49
Education 10 Yrs of Service	2,586.84	258.68	2,845.52	71.14	97.01	711.38	800.00	158,014.98
Education 15 Yrs of Service	2,649.21	264.92	2,914.13	72.85	99.35	728.53	800.00	161,805.65
Education 25 Yrs of Service	2,659.43	265.94	2,925.37	73.13	99.73	731.34	800.00	162,426.66

Captain DDC								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,601.48	162.59	2,764.07	69.10	97.56	691.02	800.00	153,514.90
Longevity 5 Yrs of Service	2,671.12	166.95	2,838.07	70.95	100.17	709.52	800.00	157,603.40
Longevity 10 Yrs of Service	2,740.76	171.30	2,912.06	72.80	102.78	728.02	800.00	161,691.38
Longevity 15 Yrs of Service	2,841.59	177.60	3,019.19	75.48	106.56	754.80	800.00	167,610.28
Longevity 20 Yrs of Service	2,880.06	180.00	3,060.06	76.50	108.00	765.02	800.00	169,868.38
Longevity 25 Yrs of Service	2,890.28	180.64	3,070.92	76.77	108.39	767.73	800.00	170,468.33
Education 5 Yrs of Service	2,632.66	164.54	2,797.20	69.93	98.72	699.30	800.00	155,345.30
Education 10 Yrs of Service	2,663.84	166.49	2,830.33	70.76	99.89	707.58	800.00	157,175.70
Education 15 Yrs of Service	2,726.21	170.39	2,896.60	72.42	102.23	724.15	800.00	160,837.15
Education 25 Yrs of Service	2,736.43	171.03	2,907.46	72.69	102.62	726.87	800.00	161,437.23

**Superior Officers  
July 6, 2019**

Sergeants								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,911.75	119.48	2,031.23	50.78	71.69	507.81	800.00	113,025.49
Longevity 5 Yrs of Service	1,982.01	123.88	2,105.89	52.65	74.33	526.47	800.00	117,150.39
Longevity 10 Yrs of Service	2,052.28	128.27	2,180.55	54.51	76.96	545.14	800.00	121,275.42
Longevity 15 Yrs of Service	2,154.33	134.65	2,288.98	57.22	80.79	572.25	800.00	127,266.21
Longevity 20 Yrs of Service	2,192.80	137.05	2,329.85	58.25	82.23	582.46	800.00	129,524.18
Longevity 25 Yrs of Service	2,203.27	137.70	2,340.97	58.52	82.62	585.24	800.00	130,138.56
Education 5 Yrs of Service	1,943.55	121.47	2,065.02	51.63	72.88	516.26	800.00	114,892.42
Education 10 Yrs of Service	1,975.36	123.46	2,098.82	52.47	74.08	524.71	800.00	116,759.87
Education 15 Yrs of Service	2,038.95	127.43	2,166.38	54.16	76.46	541.60	800.00	120,492.56
Education 25 Yrs of Service	2,049.42	128.09	2,177.51	54.44	76.85	544.38	800.00	121,107.46

Sergeants								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,911.75	172.06	2,083.81	52.10	71.69	520.95	800.00	115,930.47
Longevity 5 Yrs of Service	1,982.01	174.92	2,156.93	53.92	74.33	539.23	800.00	119,970.35
Longevity 10 Yrs of Service	2,052.28	177.78	2,230.06	55.75	76.96	557.52	800.00	124,010.88
Longevity 15 Yrs of Service	2,154.33	183.51	2,337.84	58.45	80.79	584.46	800.00	129,965.66
Longevity 20 Yrs of Service	2,192.80	183.51	2,376.31	59.41	82.23	594.08	800.00	132,091.16
Longevity 25 Yrs of Service	2,203.27	184.45	2,387.72	59.69	82.62	596.93	800.00	132,721.53
Education 5 Yrs of Service	1,943.55	174.92	2,118.47	52.96	72.88	529.62	800.00	117,845.50
Education 10 Yrs of Service	1,975.36	177.78	2,153.14	53.83	74.08	538.29	800.00	119,761.05
Education 15 Yrs of Service	2,038.95	183.51	2,222.46	55.56	76.46	555.62	800.00	123,590.98
Education 25 Yrs of Service	2,049.42	184.45	2,233.87	55.85	76.85	558.47	800.00	124,221.35

Sergeants								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,911.75	191.18	2,102.93	52.57	71.69	525.73	800.00	116,986.85
Longevity 5 Yrs of Service	1,982.01	194.36	2,176.37	54.41	74.33	544.09	800.00	121,044.41
Longevity 10 Yrs of Service	2,052.28	197.54	2,249.82	56.25	76.96	562.46	800.00	125,102.62
Longevity 15 Yrs of Service	2,154.33	203.90	2,358.23	58.96	80.79	589.56	800.00	131,092.24
Longevity 20 Yrs of Service	2,192.80	203.90	2,396.70	59.92	82.23	599.18	800.00	133,217.74
Longevity 25 Yrs of Service	2,203.27	204.94	2,408.21	60.21	82.62	602.05	800.00	133,853.57
Education 5 Yrs of Service	1,943.55	194.36	2,137.91	53.45	72.88	534.48	800.00	118,919.56
Education 10 Yrs of Service	1,975.36	197.54	2,172.90	54.32	74.08	543.23	800.00	120,852.79
Education 15 Yrs of Service	2,038.95	203.90	2,242.85	56.07	76.46	560.71	800.00	124,717.43
Education 25 Yrs of Service	2,049.42	204.94	2,254.36	56.36	76.85	563.59	800.00	125,353.39



Lieutenant								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,218.50	138.66	2,357.16	58.93	83.19	589.29	800.00	131,033.09
Longevity 5 Yrs of Service	2,288.77	143.05	2,431.82	60.80	85.83	607.96	800.00	135,158.12
Longevity 10 Yrs of Service	2,359.03	147.44	2,506.47	62.66	88.46	626.62	800.00	139,282.50
Longevity 15 Yrs of Service	2,461.10	153.82	2,614.92	65.37	92.29	653.73	800.00	145,274.33
Longevity 20 Yrs of Service	2,499.57	156.22	2,655.79	66.39	93.73	663.95	800.00	147,532.43
Longevity 25 Yrs of Service	2,510.01	156.88	2,666.89	66.67	94.13	666.72	800.00	148,145.64
Education 5 Yrs of Service	2,250.31	140.64	2,390.95	59.77	84.39	597.74	800.00	132,900.02
Education 10 Yrs of Service	2,282.11	142.63	2,424.74	60.62	85.58	606.19	800.00	134,766.95
Education 15 Yrs of Service	2,345.72	146.61	2,492.33	62.31	87.96	623.08	800.00	138,501.20
Education 25 Yrs of Service	2,356.16	147.26	2,503.42	62.59	88.36	625.86	800.00	139,114.02

Lieutenant								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,218.50	199.67	2,418.17	60.45	83.19	604.54	800.00	134,403.86
Longevity 5 Yrs of Service	2,288.77	202.53	2,491.30	62.28	85.83	622.83	800.00	138,444.39
Longevity 10 Yrs of Service	2,359.03	205.39	2,564.42	64.11	88.46	641.11	800.00	142,484.27
Longevity 15 Yrs of Service	2,461.10	211.11	2,672.21	66.81	92.29	668.05	800.00	148,439.57
Longevity 20 Yrs of Service	2,499.57	211.11	2,710.68	67.77	93.73	677.67	800.00	150,565.07
Longevity 25 Yrs of Service	2,510.01	212.05	2,722.06	68.05	94.13	680.52	800.00	151,193.88
Education 5 Yrs of Service	2,250.31	202.53	2,452.84	61.32	84.39	613.21	800.00	136,319.41
Education 10 Yrs of Service	2,282.11	205.39	2,487.50	62.19	85.58	621.88	800.00	138,234.44
Education 15 Yrs of Service	2,345.72	211.11	2,556.83	63.92	87.96	639.21	800.00	142,064.89
Education 25 Yrs of Service	2,356.16	212.05	2,568.21	64.21	88.36	642.05	800.00	142,693.57

Lieutenant								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,218.50	221.85	2,440.35	61.01	83.19	610.09	800.00	135,629.37
Longevity 5 Yrs of Service	2,288.77	225.03	2,513.80	62.85	85.83	628.45	800.00	139,687.45
Longevity 10 Yrs of Service	2,359.03	228.21	2,587.24	64.68	88.46	646.81	800.00	143,745.01
Longevity 15 Yrs of Service	2,461.10	234.57	2,695.67	67.39	92.29	673.92	800.00	149,735.80
Longevity 20 Yrs of Service	2,499.57	234.57	2,734.14	68.35	93.73	683.54	800.00	151,861.30
Longevity 25 Yrs of Service	2,510.01	235.62	2,745.63	68.64	94.13	686.41	800.00	152,496.09
Education 5 Yrs of Service	2,250.31	225.03	2,475.34	61.88	84.39	618.84	800.00	137,562.60
Education 10 Yrs of Service	2,282.11	228.21	2,510.32	62.76	85.58	627.58	800.00	139,495.18
Education 15 Yrs of Service	2,345.72	234.57	2,580.29	64.51	87.96	645.07	800.00	143,360.99
Education 25 Yrs of Service	2,356.16	235.62	2,591.78	64.79	88.36	647.95	800.00	143,995.91

Captain								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,574.96	160.94	2,735.90	68.40	96.56	683.98	800.00	151,958.54
Longevity 5 Yrs of Service	2,645.23	165.33	2,810.56	70.26	99.20	702.64	800.00	156,083.44
Longevity 10 Yrs of Service	2,715.49	169.72	2,885.21	72.13	101.83	721.30	800.00	160,207.82
Longevity 15 Yrs of Service	2,817.58	176.10	2,993.68	74.84	105.66	748.42	800.00	166,200.82
Longevity 20 Yrs of Service	2,856.05	178.50	3,034.55	75.86	107.10	758.64	800.00	168,458.92
Longevity 25 Yrs of Service	2,866.47	179.15	3,045.62	76.14	107.49	761.41	800.00	169,070.57
Education 5 Yrs of Service	2,606.77	162.92	2,769.69	69.24	97.75	692.42	800.00	153,825.34
Education 10 Yrs of Service	2,638.57	164.91	2,803.48	70.09	98.95	700.87	800.00	155,692.27
Education 15 Yrs of Service	2,702.20	168.89	2,871.09	71.78	101.33	717.77	800.00	159,427.69
Education 25 Yrs of Service	2,712.62	169.54	2,882.16	72.05	101.72	720.54	800.00	160,039.34

Captain								
Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,574.96	231.75	2,806.71	70.17	96.56	701.68	800.00	155,870.76
Longevity 5 Yrs of Service	2,645.23	234.61	2,879.84	72.00	99.20	719.96	800.00	159,911.16
Longevity 10 Yrs of Service	2,715.49	237.47	2,952.96	73.82	101.83	738.24	800.00	163,951.04
Longevity 15 Yrs of Service	2,817.58	243.20	3,060.78	76.52	105.66	765.20	800.00	169,908.16
Longevity 20 Yrs of Service	2,856.05	243.20	3,099.25	77.48	107.10	774.81	800.00	172,033.53
Longevity 25 Yrs of Service	2,866.47	244.14	3,110.61	77.77	107.49	777.65	800.00	172,661.17
Education 5 Yrs of Service	2,606.77	234.61	2,841.38	71.03	97.75	710.35	800.00	157,786.31
Education 10 Yrs of Service	2,638.57	237.47	2,876.04	71.90	98.95	719.01	800.00	159,701.21
Education 15 Yrs of Service	2,702.20	243.20	2,945.40	73.64	101.33	736.35	800.00	163,533.35
Education 25 Yrs of Service	2,712.62	244.14	2,956.76	73.92	101.72	739.19	800.00	164,160.99

Captain								
Last	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,574.96	257.50	2,832.46	70.81	96.56	708.12	800.00	157,293.48
Longevity 5 Yrs of Service	2,645.23	260.68	2,905.91	72.65	99.20	726.48	800.00	161,351.56
Longevity 10 Yrs of Service	2,715.49	263.86	2,979.35	74.48	101.83	744.84	800.00	165,409.12
Longevity 15 Yrs of Service	2,817.58	270.22	3,087.80	77.20	105.66	771.95	800.00	171,400.95
Longevity 20 Yrs of Service	2,856.05	270.22	3,126.27	78.16	107.10	781.57	800.00	173,526.45
Longevity 25 Yrs of Service	2,866.47	271.26	3,137.73	78.44	107.49	784.43	800.00	174,159.55
Education 5 Yrs of Service	2,606.77	260.68	2,867.45	71.69	97.75	716.86	800.00	159,226.58
Education 10 Yrs of Service	2,638.57	263.86	2,902.43	72.56	98.95	725.61	800.00	161,159.29
Education 15 Yrs of Service	2,702.20	270.22	2,972.42	74.31	101.33	743.11	800.00	165,026.27
Education 25 Yrs of Service	2,712.62	271.26	2,983.88	74.60	101.72	745.97	800.00	165,659.37

Captain DDC								
Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	2,651.96	165.75	2,817.71	70.44	99.45	704.43	800.00	156,478.51
Longevity 5 Yrs of Service	2,722.23	170.14	2,892.37	72.31	102.08	723.09	800.00	160,603.41
Longevity 10 Yrs of Service	2,792.49	174.53	2,967.02	74.18	104.72	741.76	800.00	164,727.92
Longevity 15 Yrs of Service	2,894.58	180.91	3,075.49	76.89	108.55	768.87	800.00	170,720.79
Longevity 20 Yrs of Service	2,933.05	183.32	3,116.37	77.91	109.99	779.09	800.00	172,979.41
Longevity 25 Yrs of Service	2,943.47	183.97	3,127.44	78.19	110.38	781.86	800.00	173,591.06
Education 5 Yrs of Service	2,683.77	167.74	2,851.51	71.29	100.64	712.88	800.00	158,345.96
Education 10 Yrs of Service	2,715.57	169.72	2,885.29	72.13	101.83	721.32	800.00	160,212.24
Education 15 Yrs of Service	2,779.20	173.70	2,952.90	73.82	104.22	738.23	800.00	163,947.79
Education 25 Yrs of Service	2,789.62	174.35	2,963.97	74.10	104.61	740.99	800.00	164,559.31