

**AGREEMENT
BETWEEN
THE SHERIFF OF
FREDERICK COUNTY
AND FREDERICK
COUNTY DEPUTY
SHERIFF'S
FRATERNAL ORDER OF
POLICE LODGE NO. 102,
INC.**

**EFFECTIVE:
July 1, 2019 – June 30, 2022**

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PREAMBLE

This AGREEMENT, made this 9th day of May 2019, between the Sheriff of Frederick County, Maryland, hereinafter referred to as the "Sheriff" and the Frederick County Deputy Sheriff's Fraternal Order of Police Lodge No. 102, Inc., hereinafter referred to, as the "FOP" shall be effective as of July 1, 2019.

WHEREAS, the Sheriff and the FOP, in consideration of the mutual covenants and promises herein contained, do hereby agree that the terms of the Agreement are as follows:

ARTICLE 1 - RECOGNITION AND UNIT DESCRIPTION

Section 1.1 - Recognition.

(a) The Sheriff recognizes the FOP as the exclusive representative of Employees, as defined in Section 1.2 of this Article, for the purpose of negotiating collectively with the Sheriff pursuant to the Annotated Code of Maryland, Courts and Judicial Proceedings Article, § 2-309(I)(5), with respect to wages and benefits.

Section 1.2 - Unit Description.

(a) The unit shall consist of all full-time Deputy Sheriffs (hereinafter "Employees" "Employee" or "Deputy"), at the rank of Sergeant and below.

ARTICLE 2 - VOLUNTARY DEDUCTION OF UNION FEES

No employee shall be required to join or not join the FOP. Employees in the bargaining unit may submit signed authorization for the Frederick County Government to deduct union fees from their biweekly pay.

ARTICLE 3 - COMPENSATION

Section 3.1 – Wage Adjustments.

All pay scale adjustments and increases as outlined below will be funded in the County Executive's proposed budget for each fiscal year but are subject to approval of the budget by the County Council.

Effective July 1, 2019, the existing pay scale (FY19) will be adjusted by a 2% market adjustment. In addition, effective July 1, 2019, two additional steps will be added to the existing pay scale to expand it to a 15 step pay scale with step increases added for anniversary years 20 and 22. The attached pay scale, titled FY20 Frederick County Sheriff's Office (FCSO)

Uniformed Law Enforcement Step and Grade Pay Scale effective July 1, 2019 reflects the pay scale with a 2% increase and the expansion of the pay scale to 15 steps, thus creating steps 14 and 15. Even if a cost of living adjustment is approved for other County staff, only the 2% market adjustment will be applied to the existing pay scale.

Effective July 1, 2019, employees will be caught up on step increases by being placed in the appropriate step on the FY20 FCSO Uniformed Law Enforcement Step and Grade Pay Scale in accordance with their FCSO service anniversary date as of July 1, 2019.

During the fiscal year 2020, employees will be eligible for step increases, on their FCSO service anniversary date, if applicable, and will be paid pursuant to the FY20 FCSO Uniformed Law Enforcement Step and Grade Pay Scale.

Effective July 1, 2020, the FY20 FCSO Uniformed Law Enforcement Step and Grade Pay Scale will be adjusted by a 2% market adjustment. The attached pay scale, titled FY21 FCSO Uniformed Law Enforcement Step and Grade Pay Scale effective July 1, 2020 reflects the pay scale with a 2% increase. Even if a cost of living adjustment is approved for other County staff, only the 2% market adjustment will be applied to FY20 FCSO Uniformed Law Enforcement Step and Grade Pay Scale.

During the fiscal year 2021, employees will be eligible for step increases on their FCSO service anniversary date, if applicable, and will be paid pursuant to the attached FY21 FCSO Uniformed Law Enforcement Step and Grade Pay Scale.

Effective July 1, 2021, the FY21 FCSO Uniformed Law Enforcement Step and Grade Pay Scale will be adjusted by a 3% market adjustment. The attached pay scale, titled FY22 FCSO Uniformed Law Enforcement Step and Grade Pay Scale effective July 1, 2021 reflects the pay scale with a 3% increase. Even if a cost of living adjustment is approved for other County staff, only the 3% market adjustment will be applied to FY21 FCSO Uniformed Law Enforcement Step and Grade Pay Scale.

During the fiscal year 2022, employees will be eligible for step increases on their FCSO service anniversary date, if applicable, and will be paid pursuant to the attached FY22 FCSO Uniformed Law Enforcement Step and Grade Pay Scale.

In the event that the Frederick County decides, during the life of this agreement, to impose furloughs for Frederick County employees, furloughs may be effected in accordance with the decisions of Frederick County.

Frederick County plans to conduct a comparative market survey of wages in comparable positions and jurisdictions every three years prior to negotiation of the Agreement. This will be conducted for the purpose of competitive analysis and does not, in any way, guarantee an adjustment to the pay scale.

Section 3.2. – Overtime/Compensatory Time

- (a) "Tour of duty" means the time during which an Employee is regularly scheduled to work and is considered to be on duty for purposes of determining compensable hours.
- (b) Members whose actual work hours exceed 80 hours in a 14-day pay period shall be compensated at the rate of one and one-half times their normal hourly rate for additional hours actually worked. All overtime will be submitted on the approved form for supervisory or command approval or denial. Overtime does not apply to positions designated as exempt in the classification schedule. Leave usage and compensatory time usage do not count as "hours worked" for purposes of determining entitlement to overtime pay.
- (c) Employees shall be eligible to accrue and use compensatory time as set forth in Chapter X, Section 17 of the Frederick County Personnel Rules, which is incorporated herein by reference, and in accordance with the procedures contained in Frederick County Sheriff's General Order 22.1.1, "Salary Program" – Section VI, "Compensatory Time".

Section 3.3 – Promotions

Employees who are promoted to a higher rank shall receive an increase in pay in conformance with the approved pay scale.

ARTICLE 4- PREMIUM PAY

Section 4.1 - Shift Differential.

- (a) Eligible employees who are scheduled to work a tour of duty which results in 50% of the hours worked falling between 1400 and 0700 hours (2PM-7AM), will be eligible to receive an hourly shift differential equal to five percent (5%) of the Deputy Sheriff's Step 1 base salary. The actual dollar amount will automatically increase when the Deputy Sheriff Step 1 base salary increases.
- (b) Shift differential, if applicable, is only payable for those hours that fall between 1400 and 0700 hours, excluding overtime hours.
- (c) The Sheriff has the authority to grant shift differential pay outside of these times, at his discretion.

Section 4.2 – On Call Pay.

- (a) Employees assigned to the Criminal Investigative Unit, Traffic Unit and FCNU who are placed in an "on call" status shall be compensated at the rate of one hour (straight time) of pay, at the Employee's current rate of pay, per day that the employee is actually on call.

Section 4.3 - Call-in-Pay.

(a) When an Employee is called in to work outside their regular shift, the Employee will be compensated at the rate of time and one-half for the time actually worked. However, if the time worked is less than two hours, the Employee will receive compensation for two hours at the rate of time and one-half.

(b) When an immediate response to a location/call is required, the Employee's pay begins upon notification of the immediate call-in. In the case of a delayed response, or advance notice of the call-in, the Employee's pay shall start 30 minutes prior to the designated arrival time. However, this call-in pay provision does not apply to Employees who are held over beyond the end of their shift.

Section 4.4 - Court Time.

(a) When an Employee is required to attend a work related court proceeding, a work related MVA hearing, or summoned to a location to give a work related deposition on a previously scheduled day off, the Employee shall be compensated at the rate of time and one-half for the time actually required to appear and testify. However, if the actual time required is less than two hours, the Employee will receive compensation for two hours at the rate of time and one-half.

(b) When an Employee is required to meet with the State's Attorney's Office or the U.S. Attorney's Office outside of their scheduled work hours, and such meeting has been pre-approved by the Sheriff or his/her designee, the Employee shall be compensated at the rate of time and one-half for the time actually required to appear and testify. However, if the actual time required is less than two hours, the Employee will receive compensation for two hours at the rate of time and one-half. In the event that this court preparation minimum time overlaps with a scheduled court time, only one minimum will apply.

Section 4.5 - Field Training Officer Compensation.

(a) Employees who are assigned a recruit/lateral and actually perform field training duties for six hours or more in a single day will receive compensation of one half (1/2) hour per day at either the overtime rate of time and one-half in accordance with Section 3.2 of this agreement, or S.O.T., as applicable. Employees who perform field training work less than six hours per day will receive no compensation, except as otherwise determined by the Department in its discretion.

Section 4.6 - Canine Pay.

The premium pay described in this section will apply to Employees certified as K-9 handlers who are assigned and actually perform K-9 duties.

Handlers will be paid one hour per day for K-9 maintenance, care and training of their assigned partner. This shall be accomplished by the handlers working one hour less than the scheduled full-length shift. On scheduled days off, handlers will receive compensation of one hour per day at

either the overtime rate of time and one-half in accordance with Section 3.2 of this agreement, or S.O.T., as applicable.

Section 4.7 - Clothing and Uniform Allowance and Issue.

(a) The Sheriff shall provide an annual clothing allowance in accordance with the General Order of the Sheriff's Office in effect as of the date of this agreement.

(b) The Sheriff's Office will continue to provide all uniforms and equipment, to include ballistic vests (but not including footwear) to Employees in accordance with policies in effect as of the date of this agreement.

Section 4.8 – Weather and Public Safety Emergencies/Administrative Leave.

(a) When Frederick County government closes its offices on a business day due to inclement weather or other similar natural disasters, and/or public safety emergencies, Employees will be eligible to receive both administrative leave (if they are scheduled to work) and regular pay for the hours worked as established in Section 8.10 of the Frederick County Human Resources Policies and Procedures Manual.

(b) Employees who report to work shall get paid for hours actually worked and will also be paid for administrative leave for their regularly scheduled work hours. If an employee does not report to work, accrued vacation, holiday or compensatory leave may be used, at the supervisor's discretion. No administrative leave will be given. If an employee has previously scheduled a day off, administrative leave will not be substituted.

(c) For the purpose of the Section, all Employees shall be considered essential Employees for public safety emergencies.

(d) For the purpose of this Section, the Sheriff shall have the discretion to designate essential employees for inclement weather or other similar natural disasters.

(e) Entitlement to and payment of administrative leave under this Section will at all times be subject to changes in interpretation and administration by Frederick County, as well as be contingent on approval and funding by the County.

Section 4.9 - Death Benefits

In the event of the death of an Employee, any unpaid salary, wages, holidays, annual leave, or compensatory time shall be paid to a named beneficiary designated by the employee, or in the event no beneficiary has been named, to the personal representative of his/her estate or the parties entitled to the estate, as defined in the General Laws of the State of Maryland pertaining to the distribution of personal property.

Section 4.10 – Union Leave.

The Sheriff shall annually grant the FOP Eighty (80) hours of paid leave (“FOP Leave”) to conduct Lodge business. Usage of union leave by an employee must be approved by the FOP President or his designee and approved by the Division Commander of the employee requesting union leave. “Lodge business” as used in this section means legitimate business activities directly involved in representing bargaining unit members, such as: attending conferences and training, participating in collective bargaining, and meeting with represented employees to discuss collective bargaining matters. It does not include any events or activities that are primarily social, athletic or recreational in nature, or activities that involve the repair, upkeep, maintenance or construction of the Lodge’s premises, grounds or buildings.

ARTICLE 5 – CONTINUATION OF BENEFITS

Section 5.1 – Continuation of Benefits

Any benefits not specifically addressed in this Agreement are not guaranteed, and are subject to change at any time without the requirement to negotiate or bargain such changes. Employee wages or benefits not specifically covered by the terms of this Agreement, and employee working conditions, may be unilaterally changed by the Sheriff at any time.

Section 5.2 – Continuation of Health Coverage Contribution Ratios

Frederick County Government offers group medical insurance coverage to its eligible employees and their eligible dependents. The County calculates a dollar amount equal to 85% of the premium cost of each coverage level in the in-network-only health plan, and contributes at least this dollar amount toward full-time, regular employee coverage in all plans, subject to a minimum employee deduction for each coverage level.

The basis for calculating costs was approved by the County, and any change to the funding formula is subject to the County’s approval. Coverage costs are re-evaluated each calendar year.

5.3 – Line of Duty Health Care Coverage

Line of duty disability health care coverage will be available even if employee does not have ten years of service provided the employee retires under a line of duty disability on or after July 1, 2019, has existing health care coverage through the County at the time of retirement and maintains that coverage for at least one month as a retiree. The cost sharing of the respective health insurance premium will be 50% from the County and 50% from the employee.

ARTICLE 6 – LABOR-MANAGEMENT RELATIONS COMMITTEE

(a) Purpose. The purpose of the Labor-Management Relations Committee [“LMRC”] is to create a committee which proactively identifies and resolves issues which might lead to the filing of a grievance and to engage in good faith discussion to:

1. Resolve issues/problems between the parties;
2. Avoid conflict;
3. Build trust between the parties;
4. Improve the relationships between the parties; and

(b) Committee Created. The parties agree to create LMRC which shall consist of four FOP representatives appointed by the President: two Deputies First Class and two who are either Corporals or Sergeants. Two management representatives of the rank of Captain or above will be appointed by the Sheriff. Upon mutual agreement of the parties, a party may bring additional representatives. The parties’ representatives will have the authority to affect the purpose of the LMRC.

(c) Meetings. The parties agree to meet at least quarterly (additional meetings by mutual agreement) on the 3rd Wednesday in January, March, June and September, each year of this agreement (months occurring during term bargaining excepted) from 10:00 a.m. until noon. If a meeting is canceled, a make-up meeting shall take place within thirty (30) days of the canceled date. Meetings will take place at a mutually agreeable location. The parties agree to attend and to remain for the duration of the meeting (a designee with authority from each side at a minimum).

The parties agree to exchange agenda items in writing 13 days prior to the next scheduled LMRC meeting (by 5:00 p.m. on Thursday). Agenda items will be described with reasonable clarity so that the parties may prepare to discuss each issue. Joint minutes will be prepared by the parties and distributed to the LMRC members within thirteen (13) days after the meeting.

(d) Scope of Committee. The committee may discuss matters of interest to either party and make recommendations to the FOP and the employer. However, the committee shall have no authority to alter a collective bargaining agreement, to engage in collective bargaining, or to adjust or resolve grievances.

ARTICLE 7 – SAVINGS CLAUSE

Any Article or Section of this Agreement found to be in conflict with any law, ordinance, statute, or government regulation or declared invalid by decree of a court of competent jurisdiction will be void ab initio and the parties will enter into negotiations for a substitute provision. All other Articles and Sections of this Agreement will remain in full force and effect for the duration of the Agreement.

ARTICLE 8 - NO STRIKE OR LOCKOUT CLAUSE

Section 8.1 - No Strikes.

(a) For the duration of this Agreement, the FOP, its officers, representatives, stewards and members, and the employees covered by this Agreement, shall not in any way, individually or concertedly engage in, initiate, sponsor, support, direct, ratify or condone any strike, sympathy strike, sit-down, secondary boycott, which interferes with the operations of the Sheriff's Office, to include but not be limited to the individual or concerted failure to report for duty, willful absence from one's position, stoppage or slowdown of work, or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment.

(b) In the event of a violation of this Article, the FOP shall immediately upon learning of such activity, publicly disavow such action by the employees and shall so advise the Sheriff and the employees involved in writing.

(c) In the event of any violation of this Article, the Sheriff, in addition to any other remedy or right provided by Maryland Law, take any or all of the following action he deems necessary in the public interest:

1. Imposition of disciplinary action of employees engaged in such illegal conduct;
2. Termination of the FOP's dues deduction privilege, if any;
3. Revocation of the FOP's exclusive representation certification and disqualification of the FOP from participation in representation elections for a period up to a maximum of two years.

ARTICLE 9 - TERM

(a) This agreement shall be effective as of July 1, 2019 and remain in full force and effective until June 30, 2022, and thereafter from year to year unless either party gives sixty (60) days written notice to the other prior to June 30, 2022 or subsequent anniversary date, that it wishes to amend, modify or change the agreement.

(b) In the event either party gives written notice to the other as provided in this article and no agreement is reached by the anniversary date, then all the terms and conditions of this agreement shall remain in full force and effect until (1) a new agreement is reached, or (2) either party has given the other an additional five (5) days written notice of desire to terminate this agreement. If notice of desire to terminate this agreement is given, then this agreement shall not bind the parties in any manner and it shall have no legal force or effect. The Sheriff will not be obligated in any manner to maintain the "status quo" created under this agreement or comply with any provision in it.

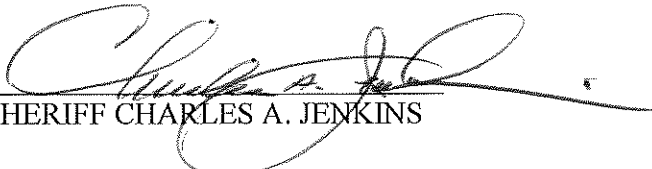
ARTICLE 10 – MISCELLANEOUS

(a) This agreement expresses the full and complete understanding of the parties identified as the Sheriff or his designee and the FOP and cancels and supersedes any and all previous agreements and understandings which may have been in effect previously and this agreement may be amended only by agreement of the parties in writing. Each party recognizes that it had full opportunity to bargain for all proposals and to present demands, whether advanced in negotiations or not, and each party waives any rights it may have and each agrees that the other shall not be obligated to bargain collectively with respect to changes in wages, hours, and grievance procedure, whether or not referred to or covered by this agreement, during the term thereof, except as provided in this agreement.

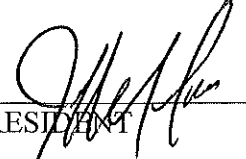
(b) This Agreement constitutes the entire agreement between the parties and there are no further understandings, representations, covenants, or warranties between them other than those set forth herein and those set forth in side letters attached hereto. No modification or waiver of any of the provisions of this Agreement shall be valid unless in writing and executed with the same formality as this Agreement by the parties intended to be bound thereby.

IN WITNESS WHEREOF, the parties have executed this Agreement, this 9th day of May, 2019.

FOR THE FREDERICK COUNTY SHERIFF'S OFFICE:


SHERIFF CHARLES A. JENKINS

FOR THE FOP102:


PRESIDENT

Attachments:

FY20 FCSO Uniformed Law Enforcement Step and Grade Pay Scale
FY21 FCSO Uniformed Law Enforcement Step and Grade Pay Scale
FY22 FCSO Uniformed Law Enforcement Step and Grade Pay Scale

Grade	Step 1 Year 1		Step 2 Year 2		Step 3 Year 3		Step 4 Year 4		Step 5 Year 5		Step 6 Year 6		Step 7 Year 7		Step 8 Year 8		Step 9 Year 9		Step 10 Year 10		Step 11 Year 11		Step 12 Year 12		Step 13 Year 13		Step 14 Year 14		Step 15 Year 15		Step Increment (4.5% of Step 1)
	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	annual	biweekly	
Months of Svc	0 - 12		13 - 24		25 - 36		37 - 48		49 - 60		61 - 72		73 - 84																		
Deputy	49,441	1901.56	51,865	1987.13	53,890	2072.70	56,115	2158.27	58,340	2243.84	60,565	2329.41	62,790	2414.98	65,015	2500.55	67,239	2586.12	69,464	2671.69	71,689	2757.26	73,914	2842.83	76,138	2928.40	78,363	3013.97	80,588	3099.54	2,225
DFC	54,384	2081.89	56,831	2165.82	58,279	2279.94	61,726	2374.07	64,173	2468.20	66,620	2562.32	69,068	2656.45	71,465	2750.58	73,862	2838.83	76,259	2927.12	78,656	3003.96	80,443	3073.25	82,620	3143.33	84,854	3212.21	86,199	3315.33	2,447
Corporal	59,823	2300.87	62,515	2404.41	65,207	2507.94	67,899	2611.48	70,591	2715.02	73,283	2818.56	75,975	2922.10	78,667	3029.17	81,359	3129.25	84,051	3236.33	86,743	3336.46	89,435	3439.80	92,127	3543.33	94,819	3646.87	97,511	3750.41	2,892
Sergeant	65,805	2530.98	68,767	2644.87	71,728	2758.76	74,689	2872.66	77,650	2986.55	80,612	3100.45	83,573	3214.34	86,534	3342.23	89,456	3479.12	92,338	3603.01	95,142	3729.89	97,849	3889.33	100,283	4011.60	102,965	4254.49	105,647	4427.23	2,961
Lieutenant	72,385	2794.06	75,643	2909.34	78,900	3034.62	82,157	3159.90	85,415	3285.19	88,872	3410.47	91,930	3595.75	95,445	3813.70	98,960	4076.06	102,485	4372.56	106,020	4706.06	109,565	5039.31	113,060	5375.05	116,555	5716.88	120,050	6012.29	3,257
Captain	79,624	3062.46	83,207	3200.27	86,790	3338.08	90,373	3475.89	93,956	3613.70	97,539	3751.51	101,122	3889.33	104,705	4126.64	108,288	4426.64	111,871	4726.64	115,454	5039.31	119,037	5375.05	122,620	5716.88	126,203	6012.29	129,786	6241.56	3,583
Major	87,586	3368.99	91,527	3520.28	95,469	3671.87	99,410	3823.46	103,351	3975.05	107,293	4126.64	111,234	4278.23	115,175	4481.82	119,116	4736.61	123,057	5039.31	126,938	5375.05	130,819	5716.88	134,660	6012.29	138,501	6241.56	142,342	6466.84	3,941
Lt.Colonial	96,344	3705.56	100,880	3872.31	105,075	4038.06	109,351	4205.81	113,688	4372.56	118,022	4539.31	122,358	4706.06	126,644	5039.31	130,930	5375.05	135,216	5716.88	139,502	6012.29	143,788	6466.84	148,074	6813.70	152,360	7169.55	156,626	7476.39	4,336
Chief Deputy	105,979	4076.13	110,748	4259.55	115,517	4442.98	120,287	4626.41	125,056	4809.83	129,825	4993.26	134,594	5176.88	139,363	5463.91	144,132	5743.96	148,861	6012.29	153,590	6241.56	158,319	6511.51	162,888	6813.70	167,417	7169.55	171,946	7476.39	4,789


2% mkt adj

FY21 Frederick County Sheriff's Office Uniformed Law Enforcement Step and Grade Pay Scale

Effective July 1, 2020

Months of Svc	Step 1 Year 1			Step 2 Year 2			Step 3 Year 3			Step 4 Year 4			Step 5 Year 5			Step 6 Year 6			Step 7 Year 7			Step 15 Years 22+ 253 +	Step Increment (4.5% of Step 1)		
	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly				
0 - 12																									
Grade	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	Step Increment (4.5% of Step 1)
Deputy	50,429	1899.59	24.2449	52,699	2026.87	25.3360	54,968	2114.15	26.4270	57,237	2201.44	27.5180	59,507	2288.72	28.6090	61,776	2376.00	29.7000	64,045	2463.28	30.7911	66,314	2550.56	31.8821	2,289
DFC	55,472	2133.53	26.6991	57,968	2229.54	27.8992	60,464	2325.54	29.0993	62,960	2421.55	30.2995	65,457	2517.56	31.4996	67,953	2613.57	32.6997	70,449	2709.59	33.8998	72,945	2805.59	35.0999	2,496
Corporal	61,019	2346.88	29.3981	63,795	2452.49	30.6982	66,571	2558.10	31.9983	69,347	2663.71	33.2985	72,102	2769.32	34.6986	74,748	2874.93	35.5987	77,494	2980.54	37.2989	80,240	3096.15	38.4990	2,703
Sergeant	67,121	2591.80	32.2700	70,142	2697.77	33.7221	73,162	2813.94	35.1743	76,183	2930.11	36.6264	79,203	3046.28	38.0786	82,224	3162.45	39.6307	85,244	3278.63	40.9829	88,265	3394.24	42.5870	2,910
Lieutenant	73,833	2839.74	35.4958	77,156	2967.52	37.0941	80,478	3095.31	38.6915	83,801	3223.10	40.2888	87,123	3350.89	41.8862	90,446	3478.68	43.4835	93,768	3606.47	45.0809	97,090	3848.26	47.8772	3,117
Captain	81,216	3123.71	39.0464	84,871	3284.28	40.8038	88,526	3404.84	42.5606	92,181	3545.41	44.3177	95,635	3685.98	46.0748	98,490	3826.54	47.8319	103,145	3967.11	49.5899	106,500	4267.74	52.9970	3,324
Major	89,338	3436.06	42.9508	93,358	3590.68	44.8938	97,378	3745.31	46.8164	101,398	3899.93	48.7492	105,418	4054.55	50.6920	109,439	4209.18	52.6148	113,459	4363.80	54.5475	117,479	4614.99	56.5027	3,531
Lt.Colonel	98,271	3779.67	47.2459	102,694	3949.75	49.3720	107,116	4119.84	51.4980	111,538	4299.92	53.6241	115,960	4460.01	55.7502	120,382	4630.09	57.8762	124,805	4800.18	60.0023	129,227	5090.27	61.9284	3,738
Chief Deputy	108,099	4157.65	51.9707	112,963	4344.75	54.3094	117,828	4531.84	56.6490	122,692	4718.93	58.9887	127,557	4908.03	61.3264	132,421	5093.12	63.6941	137,286	5280.22	66.0029	142,150	5467.31	66.3414	3,945
Months of Svc	Step 8 Years 8 & 9 85 - 108			Step 9 Years 10 & 11 109 - 132			Step 10 Years 12 & 13 133 - 156			Step 11 Years 14 & 15 157 - 180			Step 12 Years 16 & 17 181 - 204			Step 13 Years 18 & 19 205-228			Step 14 Years 20 & 21 229 - 252			Step 15 Years 22+ 253 +			Step Increment (4.5% of Step 1)
Grade	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	Step Increment (4.5% of Step 1)
Deputy	66,315	2550.56	31.8821	68,584	2637.84	32.9731	70,853	2725.13	34.0641	73,123	2812.41	35.1551	75,392	2899.69	36.2462	77,661	2986.97	37.3372	79,931	3074.25	38.4282	82,200	3161.53	39.5192	2,496
DFC	72,945	2895.69	35.0999	75,441	2971.60	36.2700	77,938	2997.60	37.4701	80,434	3093.61	38.6702	82,930	3189.62	39.8703	85,428	3286.63	41.0704	87,923	3381.64	42.2705	90,419	3477.65	43.4707	2,703
Corporal	80,240	3086.15	38.5770	82,986	3191.76	39.8971	85,732	3297.37	41.2172	88,478	3402.98	42.5373	91,223	3508.59	43.6374	93,969	3614.20	45.1776	96,715	3719.81	46.4977	99,461	3825.42	47.8178	2,910
Sergeant	88,265	3394.80	42.4350	91,285	3510.97	43.8872	94,306	3627.14	45.3393	97,326	3743.31	46.7915	100,347	3869.49	48.2436	103,367	3975.66	49.6958	106,388	4091.83	51.1479	109,408	4208.00	52.6001	3,117
Lieutenant	97,091	3734.25	46.6782	100,413	3862.04	48.2756	103,736	3989.83	49.8729	107,058	4117.62	51.4703	110,381	4245.41	53.0676	113,703	4373.19	54.6650	117,026	4500.98	56.2623	120,348	4628.77	57.8597	3,324
Captain	106,800	4107.68	51.3460	110,454	4248.25	53.1031	114,109	4399.81	54.8602	117,764	4529.38	56.6173	121,419	4669.95	58.3744	125,073	4810.51	60.1315	128,728	4951.08	61.8886	132,383	5081.65	63.6456	3,531
Major	117,479	4518.42	56.4803	121,499	4673.04	58.4131	125,519	4827.67	60.3459	129,540	4982.29	62.2787	133,560	5136.91	64.2115	137,580	5291.54	66.1442	141,600	5446.16	68.0770	145,620	5600.78	70.0096	3,738
Lt.Colonel	129,227	4970.26	62.1283	133,649	5140.35	64.2544	138,071	5310.43	66.3805	142,493	5490.52	68.5065	146,916	5650.60	70.6326	151,338	5920.69	72.7587	155,760	5990.77	74.8847	160,182	6160.96	77.0108	3,945
Chief Deputy	142,150	5467.31	68.3414	147,015	5654.41	70.6801	151,879	5841.50	73.0188	156,743	6028.59	75.5575	161,608	6215.69	77.6982	166,472	6402.78	80.0348	171,337	6589.88	82.3735	176,201	6776.97	84.7122	4,152

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Grade	Step 1 Year 1			Step 2 Year 2			Step 3 Year 3			Step 4 Year 4			Step 5 Year 5			Step 6 Year 6			Step 7 Year 7			Step 15 Years 22+			Step Increment (4.5% of Step 1)
	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	annual	biweekly	hourly	
Deputy	51,942	1997.78	24,972.3	54,280	2087.68	26,096.0	56,617	2177.58	27,219.8	58,954	2267.48	28,343.5	61,292	2357.38	29,467.3	63,629	2447.28	30,591.0	65,967	2537.18	31,714.8	84,686	3256.38	40,704.8	2,337
DFC	57,136	2197.53	27,469.2	59,707	2296.42	28,705.3	62,278	2395.31	29,941.4	64,849	2494.20	31,177.5	67,420	2593.09	32,413.6	69,991	2691.98	33,649.8	72,553	2790.87	34,885.9	93,131	3581.98	44,774.8	2,571
Corporal	62,950	2417.29	30,216.2	65,678	2526.07	31,575.9	68,506	2634.85	32,935.6	71,334	2743.62	34,295.4	74,162	2852.40	35,655.1	76,991	2961.18	37,014.8	79,819	3069.96	38,374.5	102,445	3940.18	49,252.2	2,828
Sergeant	69,135	2659.04	33,239.1	72,246	2778.70	34,733.9	75,357	2899.36	36,229.5	78,468	3018.01	37,725.2	81,579	3137.67	39,220.9	84,691	3257.33	40,716.7	87,802	3376.99	42,212.4	112,680	4334.24	54,178.1	3,111
Lieutenant	76,048	2924.93	36,561.7	79,470	3056.55	38,209.9	82,892	3189.17	39,852.2	86,315	3319.79	41,497.5	89,737	3451.42	43,142.7	93,159	3583.04	44,798.0	96,581	3714.56	46,433.3	123,958	4767.63	59,595.5	3,422
Captain	83,653	3217.42	40,217.8	87,417	3382.21	42,027.9	91,182	3506.99	43,837.4	94,946	3651.77	45,647.2	98,710	3796.56	47,457.0	102,475	3841.34	49,268.9	106,239	4086.13	51,076.5	149,989	5768.80	72,110.1	4,141
Major	92,018	3559.14	44,239.4	96,159	3698.41	46,230.1	100,299	3857.67	48,220.9	104,440	4018.93	50,211.7	108,581	4178.19	52,202.4	112,722	4336.45	54,193.2	116,863	4494.71	56,184.0	164,988	6345.69	79,321.1	4,555
Lt Colonel	101,220	3993.06	48,693.3	105,774	4068.25	50,853.1	110,329	4243.43	53,043.0	114,884	4418.62	55,232.8	119,439	4593.81	57,422.7	123,994	4789.00	59,612.5	128,549	4944.18	61,802.4	181,487	6980.28	87,253.6	5,010
Chief Deputy	111,342	4282.38	53,529.8	116,352	4475.09	55,939.8	121,363	4667.79	58,347.5	126,373	4860.50	60,756.3	131,383	5063.21	63,165.2	136,394	5245.92	65,574.0	141,404	5438.62	67,982.9	233 +			

3% mt add

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