

PAY POLICY 03A
CBA CLASSIFIED ON POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN (EPC)
COMPENSATION SCHEDULE

EFFECTIVE DATE: JULY 01, 2023

| HOURLY RATE | GRADE AND STEP | | | | | | | | | | | APPROXIMATE SALARY | | | |
|-------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------------------|-----------|--------------|------------|
| | | | | | | | | | | | | BI-WEEKLY | MONTHLY | SEMI-MONTHLY | ANNUAL |
| 9.00 | 10-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 720.00 | 1,566.00 | 783.00 | 18,792.00 |
| 9.31 | 10-02 | 11-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 744.80 | 1,619.94 | 809.97 | 19,439.28 |
| 9.63 | 10-03 | 11-02 | 12-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 770.40 | 1,675.62 | 837.81 | 20,107.44 |
| 9.97 | 10-04 | 11-03 | 12-02 | 13-01 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 797.60 | 1,734.78 | 867.39 | 20,817.36 |
| 10.29 | 10-05 | 11-04 | 12-03 | 13-02 | 14-01 | ..... | ..... | ..... | ..... | ..... | ..... | 823.20 | 1,790.46 | 895.23 | 21,485.52 |
| 10.66 | 10-06 | 11-05 | 12-04 | 13-03 | 14-02 | 15-01 | ..... | ..... | ..... | ..... | ..... | 852.80 | 1,854.84 | 927.42 | 22,258.08 |
| 11.02 | 10-07 | 11-06 | 12-05 | 13-04 | 14-03 | 15-02 | 16-01 | ..... | ..... | ..... | ..... | 881.60 | 1,917.48 | 958.74 | 23,009.76 |
| 11.43 | 10-08 | 11-07 | 12-06 | 13-05 | 14-04 | 15-03 | 16-02 | 17-01 | ..... | ..... | ..... | 914.40 | 1,988.82 | 994.41 | 23,865.84 |
| 11.84 | 10-09 | 11-08 | 12-07 | 13-06 | 14-05 | 15-04 | 16-03 | 17-02 | 18-01 | ..... | ..... | 947.20 | 2,060.16 | 1,030.08 | 24,721.92 |
| 12.31 | 10-10 | 11-09 | 12-08 | 13-07 | 14-06 | 15-05 | 16-04 | 17-03 | 18-02 | 19-01 | ..... | 984.80 | 2,141.94 | 1,070.97 | 25,703.28 |
| 12.74 | 20-01 | 11-10 | 12-09 | 13-08 | 14-07 | 15-06 | 16-05 | 17-04 | 18-03 | 19-02 | ..... | 1,019.20 | 2,216.76 | 1,108.38 | 26,601.12 |
| 13.25 | 20-02 | 21-01 | 12-10 | 13-09 | 14-08 | 15-07 | 16-06 | 17-05 | 18-04 | 19-03 | ..... | 1,060.00 | 2,305.50 | 1,152.75 | 27,666.00 |
| 13.73 | 20-03 | 21-02 | 22-01 | 13-10 | 14-09 | 15-08 | 16-07 | 17-06 | 18-05 | 19-04 | ..... | 1,098.40 | 2,389.02 | 1,194.51 | 28,668.24 |
| 14.27 | 20-04 | 21-03 | 22-02 | 23-01 | 14-10 | 15-09 | 16-08 | 17-07 | 18-06 | 19-05 | ..... | 1,141.60 | 2,482.98 | 1,241.49 | 29,795.76 |
| 14.88 | 20-05 | 21-04 | 22-03 | 23-02 | 24-01 | 15-10 | 16-09 | 17-08 | 18-07 | 19-06 | ..... | 1,190.40 | 2,589.12 | 1,294.56 | 31,069.44 |
| 15.45 | 20-06 | 21-05 | 22-04 | 23-03 | 24-02 | 25-01 | 16-10 | 17-09 | 18-08 | 19-07 | ..... | 1,236.00 | 2,688.30 | 1,344.15 | 32,259.60 |
| 16.07 | 20-07 | 21-06 | 22-05 | 23-04 | 24-03 | 25-02 | 26-01 | 17-10 | 18-09 | 19-08 | ..... | 1,285.60 | 2,796.18 | 1,398.09 | 33,554.16 |
| 16.73 | 20-08 | 21-07 | 22-06 | 23-05 | 24-04 | 25-03 | 26-02 | 27-01 | 18-10 | 19-09 | ..... | 1,338.40 | 2,911.02 | 1,455.51 | 34,932.24 |
| 17.42 | 20-09 | 21-08 | 22-07 | 23-06 | 24-05 | 25-04 | 26-03 | 27-02 | 28-01 | 19-10 | ..... | 1,393.60 | 3,031.08 | 1,515.54 | 36,372.96 |
| 18.15 | 20-10 | 21-09 | 22-08 | 23-07 | 24-06 | 25-05 | 26-04 | 27-03 | 28-02 | 29-01 | ..... | 1,452.00 | 3,158.10 | 1,579.05 | 37,897.20 |
| 18.91 | 30-01 | 21-10 | 22-09 | 23-08 | 24-07 | 25-06 | 26-05 | 27-04 | 28-03 | 29-02 | ..... | 1,512.80 | 3,290.34 | 1,645.17 | 39,484.08 |
| 19.70 | 30-02 | 31-01 | 22-10 | 23-09 | 24-08 | 25-07 | 26-06 | 27-05 | 28-04 | 29-03 | ..... | 1,576.00 | 3,427.80 | 1,713.90 | 41,133.60 |
| 20.53 | 30-03 | 31-02 | 32-01 | 23-10 | 24-09 | 25-08 | 26-07 | 27-06 | 28-05 | 29-04 | ..... | 1,642.40 | 3,572.22 | 1,786.11 | 42,866.64 |
| 21.46 | 30-04 | 31-03 | 32-02 | 33-01 | 24-10 | 25-09 | 26-08 | 27-07 | 28-06 | 29-05 | ..... | 1,716.80 | 3,734.04 | 1,867.02 | 44,808.48 |
| 22.35 | 30-05 | 31-04 | 32-03 | 33-02 | 34-01 | 25-10 | 26-09 | 27-08 | 28-07 | 29-06 | ..... | 1,788.00 | 3,888.90 | 1,944.45 | 46,666.80 |
| 23.32 | 30-06 | 31-05 | 32-04 | 33-03 | 34-02 | 35-01 | 26-10 | 27-09 | 28-08 | 29-07 | ..... | 1,865.60 | 4,057.68 | 2,028.84 | 48,692.16 |
| 24.37 | 30-07 | 31-06 | 32-05 | 33-04 | 34-03 | 35-02 | 36-01 | 27-10 | 28-09 | 29-08 | ..... | 1,949.60 | 4,240.38 | 2,120.19 | 50,884.56 |
| 25.44 | 30-08 | 31-07 | 32-06 | 33-05 | 34-04 | 35-03 | 36-02 | 37-01 | 28-10 | 29-09 | ..... | 2,035.20 | 4,426.56 | 2,213.28 | 53,118.72 |
| 26.54 | 30-09 | 31-08 | 32-07 | 33-06 | 34-05 | 35-04 | 36-03 | 37-02 | 38-01 | 29-10 | ..... | 2,123.20 | 4,617.96 | 2,308.98 | 55,415.52 |
| 27.74 | 30-10 | 31-09 | 32-08 | 33-07 | 34-06 | 35-05 | 36-04 | 37-03 | 38-02 | 39-01 | ..... | 2,219.20 | 4,826.76 | 2,413.38 | 57,921.12 |
| 28.99 | 40-01 | 31-10 | 32-09 | 33-08 | 34-07 | 35-06 | 36-05 | 37-04 | 38-03 | 39-02 | ..... | 2,319.20 | 5,044.26 | 2,522.13 | 60,531.12 |
| 30.29 | 40-02 | 41-01 | 32-10 | 33-09 | 34-08 | 35-07 | 36-06 | 37-05 | 38-04 | 39-03 | ..... | 2,423.20 | 5,270.46 | 2,635.23 | 63,245.52 |
| 31.70 | 40-03 | 41-02 | 42-01 | 33-10 | 34-09 | 35-08 | 36-07 | 37-06 | 38-05 | 39-04 | ..... | 2,536.00 | 5,515.80 | 2,757.90 | 66,189.60 |
| 33.13 | 40-04 | 41-03 | 42-02 | 43-01 | 34-10 | 35-09 | 36-08 | 37-07 | 38-06 | 39-05 | ..... | 2,650.40 | 5,764.62 | 2,882.31 | 69,175.44 |
| 34.62 | 40-05 | 41-04 | 42-03 | 43-02 | 44-01 | 35-10 | 36-09 | 37-08 | 38-07 | 39-06 | ..... | 2,769.60 | 6,023.88 | 3,011.94 | 72,286.56 |
| 36.24 | 40-06 | 41-05 | 42-04 | 43-03 | 44-02 | 45-01 | 36-10 | 37-09 | 38-08 | 39-07 | ..... | 2,899.20 | 6,305.76 | 3,152.88 | 75,669.12 |
| 37.92 | 40-07 | 41-06 | 42-05 | 43-04 | 44-03 | 45-02 | 46-01 | 37-10 | 38-09 | 39-08 | ..... | 3,033.60 | 6,598.08 | 3,299.04 | 79,176.96 |
| 39.69 | 40-08 | 41-07 | 42-06 | 43-05 | 44-04 | 45-03 | 46-02 | 47-01 | 38-10 | 39-09 | ..... | 3,175.20 | 6,906.06 | 3,453.03 | 82,872.72 |
| 41.53 | 40-09 | 41-08 | 42-07 | 43-06 | 44-05 | 45-04 | 46-03 | 47-02 | 48-01 | 39-10 | ..... | 3,322.40 | 7,226.22 | 3,613.11 | 86,714.64 |
| 43.49 | 40-10 | 41-09 | 42-08 | 43-07 | 44-06 | 45-05 | 46-04 | 47-03 | 48-02 | 49-01 | ..... | 3,479.20 | 7,567.26 | 3,783.63 | 90,807.12 |
| 45.53 | 50-01 | 41-10 | 42-09 | 43-08 | 44-07 | 45-06 | 46-05 | 47-04 | 48-03 | 49-02 | ..... | 3,642.40 | 7,922.22 | 3,961.11 | 95,066.64 |
| 47.69 | 50-02 | 51-01 | 42-10 | 43-09 | 44-08 | 45-07 | 46-06 | 47-05 | 48-04 | 49-03 | ..... | 3,815.20 | 8,298.06 | 4,149.03 | 99,576.72 |
| 49.94 | 50-03 | 51-02 | 52-01 | 43-10 | 44-09 | 45-08 | 46-07 | 47-06 | 48-05 | 49-04 | ..... | 3,995.20 | 8,689.56 | 4,344.78 | 104,274.72 |
| 52.32 | 50-04 | 51-03 | 52-02 | 53-01 | 44-10 | 45-09 | 46-08 | 47-07 | 48-06 | 49-05 | ..... | 4,185.60 | 9,103.68 | 4,551.84 | 109,244.16 |
| 54.81 | 50-05 | 51-04 | 52-03 | 53-02 | 54-01 | 45-10 | 46-09 | 47-08 | 48-07 | 49-06 | ..... | 4,384.80 | 9,536.94 | 4,768.47 | 114,443.28 |
| 57.47 | 50-06 | 51-05 | 52-04 | 53-03 | 54-02 | 55-01 | 46-10 | 47-09 | 48-08 | 49-07 | ..... | 4,597.60 | 9,999.78 | 4,999.89 | 119,997.36 |
| 60.21 | 50-07 | 51-06 | 52-05 | 53-04 | 54-03 | 55-02 | ..... | 47-10 | 48-09 | 49-08 | ..... | 4,816.80 | 10,476.54 | 5,238.27 | 125,718.48 |
| 63.09 | 50-08 | 51-07 | 52-06 | 53-05 | 54-04 | 55-03 | ..... | ..... | 48-10 | 49-09 | ..... | 5,047.20 | 10,977.66 | 5,488.83 | 131,731.92 |
| 66.13 | 50-09 | 51-08 | 52-07 | 53-06 | 54-05 | 55-04 | ..... | ..... | ..... | 49-10 | ..... | 5,290.40 | 11,506.62 | 5,753.31 | 138,079.44 |
| 69.29 | 50-10 | 51-09 | 52-08 | 53-07 | 54-06 | 55-05 | ..... | ..... | ..... | ..... | ..... | 5,543.20 | 12,056.46 | 6,028.23 | 144,677.52 |
| 72.68 | ..... | 51-10 | 52-09 | 53-08 | 54-07 | 55-06 | ..... | ..... | ..... | ..... | ..... | 5,814.40 | 12,646.32 | 6,323.16 | 151,755.84 |
| 76.20 | ..... | ..... | 52-10 | 53-09 | 54-08 | 55-07 | ..... | ..... | ..... | ..... | ..... | 6,096.00 | 13,258.80 | 6,629.40 | 159,105.60 |
| 79.90 | ..... | ..... | ..... | 53-10 | 54-09 | 55-08 | ..... | ..... | ..... | ..... | ..... | 6,392.00 | 13,902.60 | 6,951.30 | 166,831.20 |
| 83.74 | ..... | ..... | ..... | ..... | 54-10 | 55-09 | ..... | ..... | ..... | ..... | ..... | 6,699.20 | 14,570.76 | 7,285.38 | 174,849.12 |
| 87.63 | ..... | ..... | ..... | ..... | ..... | 55-10 | ..... | ..... | ..... | ..... | ..... | 7,010.40 | 15,247.62 | 7,623.81 | 182,971.44 |

THE CONTRIBUTION RATE FOR MEMBERS OF THE POLICE/FIRE EMPLOYER PAY CONTRIBUTION PLAN IS 44.00% WHICH INCLUDES 01.00% FOR THE SPOUSE OPTION.

THIS SCHEDULE WAS DEVELOPED FROM THE EMPLOYEE/EMPLOYER PAY COMPENSATION SCHEDULE BY MULTIPLYING THE HOURLY RATE BY THE FACTOR OF .815574.

SEE THE "CLASSIFICATION AND COMPENSATION PLAN" FOR A LISTING OF CLASSES WHICH ARE ELIGIBLE FOR THE POLICE/FIRE RETIREMENT FUND.

** EFFECTIVE FIRST MONTHLY RETIREMENT REPORTING PERIOD COMMENCING ON OR AFTER JULY 1, 2021