

PAY POLICY 03K  
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
8.76	10-01	.....	.....	.....	.....	.....	.....	.....	.....	.....	700.80	1,524.24	762.12	18,290.88
9.06	10-02	11-01	.....	.....	.....	.....	.....	.....	.....	.....	724.80	1,576.44	788.22	18,917.28
9.38	10-03	11-02	12-01	.....	.....	.....	.....	.....	.....	.....	750.40	1,632.12	816.06	19,585.44
9.71	10-04	11-03	12-02	13-01	.....	.....	.....	.....	.....	.....	776.80	1,689.54	844.77	20,274.48
10.02	10-05	11-04	12-03	13-02	14-01	.....	.....	.....	.....	.....	801.60	1,743.48	871.74	20,921.76
10.38	10-06	11-05	12-04	13-03	14-02	15-01	.....	.....	.....	.....	830.40	1,806.12	903.06	21,673.44
10.73	10-07	11-06	12-05	13-04	14-03	15-02	16-01	.....	.....	.....	858.40	1,867.02	933.51	22,404.24
11.13	10-08	11-07	12-06	13-05	14-04	15-03	16-02	17-01	.....	.....	890.40	1,936.62	968.31	23,239.44
11.53	10-09	11-08	12-07	13-06	14-05	15-04	16-03	17-02	18-01	.....	922.40	2,006.22	1,003.11	24,074.64
11.98	10-10	11-09	12-08	13-07	14-06	15-05	16-04	17-03	18-02	19-01	958.40	2,084.52	1,042.26	25,014.24
12.40	20-01	11-10	12-09	13-08	14-07	15-06	16-05	17-04	18-03	19-02	992.00	2,157.60	1,078.80	25,891.20
12.90	20-02	21-01	12-10	13-09	14-08	15-07	16-06	17-05	18-04	19-03	1,032.00	2,244.60	1,122.30	26,935.20
13.37	20-03	21-02	22-01	13-10	14-09	15-08	16-07	17-06	18-05	19-04	1,069.60	2,326.38	1,163.19	27,916.56
13.90	20-04	21-03	22-02	23-01	14-10	15-09	16-08	17-07	18-06	19-05	1,112.00	2,418.60	1,209.30	29,023.20
14.48	20-05	21-04	22-03	23-02	24-01	15-10	16-09	17-08	18-07	19-06	1,158.40	2,519.52	1,259.76	30,234.24
15.04	20-06	21-05	22-04	23-03	24-02	25-01	16-10	17-09	18-08	19-07	1,203.20	2,616.96	1,308.48	31,403.52
15.63	20-07	21-06	22-05	23-04	24-03	25-02	26-01	17-10	18-09	19-08	1,250.40	2,719.62	1,359.81	32,635.44
16.29	20-08	21-07	22-06	23-05	24-04	25-03	26-02	27-01	18-10	19-09	1,303.20	2,834.46	1,417.23	34,013.52
16.96	20-09	21-08	22-07	23-06	24-05	25-04	26-03	27-02	28-01	19-10	1,356.80	2,951.04	1,475.52	35,412.48
17.67	20-10	21-09	22-08	23-07	24-06	25-05	26-04	27-03	28-02	29-01	1,413.60	3,074.58	1,537.29	36,894.96
18.40	30-01	21-10	22-09	23-08	24-07	25-06	26-05	27-04	28-03	29-02	1,472.00	3,201.60	1,600.80	38,419.20
19.18	30-02	31-01	22-10	23-09	24-08	25-07	26-06	27-05	28-04	29-03	1,534.40	3,337.32	1,668.66	40,047.84
19.98	30-03	31-02	32-01	23-10	24-09	25-08	26-07	27-06	28-05	29-04	1,598.40	3,476.52	1,738.26	41,718.24
20.89	30-04	31-03	32-02	33-01	24-10	25-09	26-08	27-07	28-06	29-05	1,671.20	3,634.86	1,817.43	43,618.32
21.76	30-05	31-04	32-03	33-02	34-01	25-10	26-09	27-08	28-07	29-06	1,740.80	3,786.24	1,893.12	45,434.88
22.70	30-06	31-05	32-04	33-03	34-02	35-01	26-10	27-09	28-08	29-07	1,816.00	3,949.80	1,974.90	47,397.60
23.72	30-07	31-06	32-05	33-04	34-03	35-02	36-01	27-10	28-09	29-08	1,897.60	4,127.28	2,063.64	49,527.36
24.76	30-08	31-07	32-06	33-05	34-04	35-03	36-02	37-01	28-10	29-09	1,980.80	4,308.24	2,154.12	51,698.88
25.84	30-09	31-08	32-07	33-06	34-05	35-04	36-03	37-02	38-01	29-10	2,067.20	4,496.16	2,248.08	53,953.92
27.00	30-10	31-09	32-08	33-07	34-06	35-05	36-04	37-03	38-02	39-01	2,160.00	4,698.00	2,349.00	56,376.00
28.22	40-01	31-10	32-09	33-08	34-07	35-06	36-05	37-04	38-03	39-02	2,257.60	4,910.28	2,455.14	58,923.36
29.49	40-02	41-01	32-10	33-09	34-08	35-07	36-06	37-05	38-04	39-03	2,359.20	5,131.26	2,565.63	61,575.12
30.86	40-03	41-02	42-01	33-10	34-09	35-08	36-07	37-06	38-05	39-04	2,468.80	5,369.64	2,684.82	64,435.68
32.26	40-04	41-03	42-02	43-01	34-10	35-09	36-08	37-07	38-06	39-05	2,580.80	5,613.24	2,806.62	67,358.88
33.71	40-05	41-04	42-03	43-02	44-01	35-10	36-09	37-08	38-07	39-06	2,696.80	5,865.54	2,932.77	70,386.48
35.28	40-06	41-05	42-04	43-03	44-02	45-01	36-10	37-09	38-08	39-07	2,822.40	6,138.72	3,069.36	73,664.64
36.90	40-07	41-06	42-05	43-04	44-03	45-02	46-01	37-10	38-09	39-08	2,952.00	6,420.60	3,210.30	77,047.20
38.64	40-08	41-07	42-06	43-05	44-04	45-03	46-02	47-01	38-10	39-09	3,091.20	6,723.36	3,361.68	80,680.32
40.43	40-09	41-08	42-07	43-06	44-05	45-04	46-03	47-02	48-01	39-10	3,234.40	7,034.82	3,517.41	84,417.84
42.34	40-10	41-09	42-08	43-07	44-06	45-05	46-04	47-03	48-02	49-01	3,387.20	7,367.16	3,683.58	88,405.92
44.33	50-01	41-10	42-09	43-08	44-07	45-06	46-05	47-04	48-03	49-02	3,546.40	7,713.42	3,856.71	92,561.04
46.43	50-02	51-01	42-10	43-09	44-08	45-07	46-06	47-05	48-04	49-03	3,714.40	8,078.82	4,039.41	96,945.84
48.62	50-03	51-02	52-01	43-10	44-09	45-08	46-07	47-06	48-05	49-04	3,889.60	8,459.88	4,229.94	101,518.56
50.93	50-04	51-03	52-02	53-01	44-10	45-09	46-08	47-07	48-06	49-05	4,074.40	8,861.82	4,430.91	106,341.84
53.36	50-05	51-04	52-03	53-02	54-01	45-10	46-09	47-08	48-07	49-06	4,268.80	9,284.64	4,642.32	111,415.68
55.94	50-06	51-05	52-04	53-03	54-02	55-01	46-10	47-09	48-08	49-07	4,475.20	9,733.56	4,866.78	116,802.72
58.61	50-07	51-06	52-05	53-04	54-03	55-02	.....	47-10	48-09	49-08	4,688.80	10,198.14	5,099.07	122,377.68
61.42	50-08	51-07	52-06	53-05	54-04	55-03	.....	.....	48-10	49-09	4,913.60	10,687.08	5,343.54	128,244.96
64.38	50-09	51-08	52-07	53-06	54-05	55-04	.....	.....	.....	49-10	5,150.40	11,202.12	5,601.06	134,425.44
67.46	50-10	51-09	52-08	53-07	54-06	55-05	.....	.....	.....	.....	5,396.80	11,738.04	5,869.02	140,856.48
70.76	.....	51-10	52-09	53-08	54-07	55-06	.....	.....	.....	.....	5,660.80	12,312.24	6,156.12	147,746.88
74.18	.....	.....	52-10	53-09	54-08	55-07	.....	.....	.....	.....	5,934.40	12,907.32	6,453.66	154,887.84
77.78	.....	.....	.....	53-10	54-09	55-08	.....	.....	.....	.....	6,222.40	13,533.72	6,766.86	162,404.64
81.52	.....	.....	.....	.....	54-10	55-09	.....	.....	.....	.....	6,521.60	14,184.48	7,092.24	170,213.76
85.30	.....	.....	.....	.....	.....	55-10	.....	.....	.....	.....	6,824.00	14,842.20	7,421.10	178,106.40

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