

FOP Contract At A Glance - July 1, 2018 - June 30, 2020

Rank	P/O	POFC	CPL	Sgt	Lt
Years of Service (Going into and Ending Contract)	Entry - 2	5-7	7-9	10-12	10-12
	Hired July 1, 2017 - June 30, 2018	Hired July 1, 2012 - June 30 2013	Hired July 1, 2010 - June 30, 2011	Hired July 1, 2007 - June 30, 2008	Hired July 1, 2007 - Jun 30, 2008
\$ Going into Contract	\$51,691	\$62,321	\$70,823	\$84,096	\$92,506
\$ Ending Contract	\$55,931	\$70,474	\$80,091	\$95,101	\$104,611
% increase over Contract	8.20%	13.08%	13.09%	13.09%	13.09%
\$ increase over Contract	\$4,240	\$8,153	\$9,268	\$11,005	\$12,105
Years of Service (Going into and Ending Contract)	2-4		10-12	18-20	18-20
	Hired July 1, 2015 - June 30, 2016		Hired July 1, 2007 - June 30, 2008	Hired July 1, 1999 - June 30, 2000	Hired July 1, 1999 - June 30, 2000
\$ Going into Contract	\$53,241		\$76,451	\$96,617	\$106,279
\$ Ending Contract	\$59,625	\$63,872	\$86,456	\$109,260	\$120,186
% increase over Contract	11.99%	19.97%	13.09%	13.09%	13.09%
\$ increase over Contract	\$6,384	\$10,631	\$10,005	\$12,643	\$13,907
Years of Service (Going into and Ending Contract)	5-7		18-20	22-24	22-24
	Hired July 1, 2012 - Jun 30, 2013		Hired July 1, 1999 - June 30, 2000	Hired July 1, 1995 - June 30 1996	Hired July 1, 1995 - June 30 1996
\$ Going into Contract	\$58,178		\$87,834	\$104,317	\$114,749
\$ Ending Contract	\$65,788	\$70,474	\$99,327	\$117,111	\$128,822
% increase over Contract	13.08%	21.14%	13.08%	12.26%	12.26%
\$ increase over Contract	\$7,610	\$12,296	\$11,493	\$12,794	\$14,073
Years of Service (Going into and Ending Contract)			22-24		
			Hired July 1, 1995 - June 30 1996		
\$ Going into Contract			\$94,834		
\$ Ending Contract			\$106,465		
% increase over Contract			12.26%		
\$ increase over Contract			\$11,631		

Pay Scale Adjustments throughout the Contract

Effective the first full pay period on or after September 1, 2018

3% increase to all steps by eliminating current step A and starting new payscale with current step B as the new step A

Step increments are 3% for B-I, 1.75% for J-S, 1.5% for T-U, 3% for V and a new Step W at 1.75% is added

Effective the first full pay period on or after March 1, 2019

Step B and Step E become 3.5% steps and Step J becomes a 3% step (results in 0.5% increase for B-D, 1% increase for E-I, and 2.25 % increase for J-W)

Effective the first full pay period on or after January 1, 2020

Step C and Step F become 3.5% steps, Step K becomes a 3% step, Steps T-W become 1.75% steps, and a new step X at 1.75% is added
(Results in 0.5% increase for C-E, 1% increase for F-J, 2.25% increase for K-S, 2.5% increase for T, 2.75% increase for U, 1.5% increase for V-X)

Effective beginnig the first full pay period on or after March 1, 2020

COLA of 1.5% applied to all steps