

AGREEMENT

between

TOWN OF LISBON

and

FRATERNAL ORDER OF POLICE ON BEHALF OF PATROL/DISPATCH UNIT

July 1, 2022 thru June 30, 2025

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TOWN OF LISBON
POLICE DEPARTMENT
UNION CONTRACT

Agreement made this 3rd day of May, 2022 by the Town of Lisbon (hereinafter called “the Town”) and the Fraternal Order of Police (hereinafter called “the Union”).

In consideration of the respective promises of the parties hereto and, pursuant to the provisions of M.R.S.A. Title 26, Title 9-A, and in order to increase general efficiency in the Police Department, and to promote morale, equal rights, well-being and security of the Police Department’s permanent full-time employees, it is agreed by the parties hereto as follows:

ARTICLE 1: PUBLIC SERVANTS

The individual members of the Department and of the Union are to regard themselves as public servants, and as such, they are to be governed by the highest ideals of honor and integrity in order that they may merit the respect and confidence of the general public.

ARTICLE 2: RECOGNITION

The Town hereby recognizes that the Union is the sole and exclusive bargaining representative of all permanent, full-time officers and dispatchers in the Lisbon Police Department, below the rank of sergeant, who have completed their probationary period in accordance with Article 23. As of August 8, 2018, the position of Communication Supervisor is part of this Unit. Their duties are as determined by the Chief of Police.

ARTICLE 3: ASSOCIATION SECURITY

All employees shall have the right to join the Union, except as otherwise provided herein or refrain from doing so. No employee shall be favored or discriminated against either by the Town or by the Union because of their membership in the Union or non-membership. The Union recognizes its responsibilities as bargaining agent without discrimination, interference, restraint or coercion.

ARTICLE 4: DUES DEDUCTIONS

§4.1 The Town agrees to deduct Union membership dues from the pay of those employees who individually request in writing that such deductions be made. The amount to be deducted shall be certified by the employee to the Town and the aggregate deductions of all employees shall be remitted to the Treasurer of the Union after such deductions are made no later than the 15th day of the following month after the deductions were made.

§4.2 The Union agrees to indemnify and hold the Town harmless against all claims and suits which may arise by reason of any action taken in making deductions of said dues and remitting same to the Union pursuant to this article.

ARTICLE 5: MANAGEMENT RIGHTS

§5.1 Nothing herein shall be construed to restrict any Constitutional, Statutory, or inherent exclusive appointing authority rights with respect to matters of general managerial policy of the Employer. The Employer retains the right and the authority to administer the business of the Lisbon Police Department and in addition to other functions and responsibilities which are not specifically modified by this Agreement, the Union shall recognize the Employer has and will retain the full right and responsibility to the operation of the department, to promulgate rules and regulations and to otherwise exercise management's rights enumerated to include but not limited to the following:

- a. To manage and direct its employees, including the right to select, hire, promote, transfer, assign, evaluate, layoff, recall, reprimand, suspend, discharge, or discipline for just cause;
- b. To manage and determine the location, type and number of physical facilities, equipment, programs and the work to be performed;
- c. To determine the department's goals, objectives, programs and services, and utilize personnel in a manner designed to effectively and efficiently meet these purposes;
- d. To determine the size and composition of the work force and each department's organizational structure, including the right to layoff employees from duty due to lack of work and lack of funds;
- e. To determine work schedules and the necessity of overtime work and the amount required thereof, and to establish the necessary policies and procedures for all employees;
- f. To determine when a job vacancy exists, the duties to be included in all job classifications, and the standards of quality and performance to be maintained;
- g. To determine the overall budget and uses thereof; and
- h. To maintain the security of records and other pertinent information.

§5.2 All rights and responsibilities of the Employer not specifically modified by this Agreement shall remain the functions of the employer. The above-enumerated management rights shall in no event contravene the terms of this Agreement and shall be subject thereto.

ARTICLE 6: NO STRIKE

Strikes and slowdowns are prohibited. The Union and the Town agree that there will not be, and that the Union, its officers, members, or agents will not engage in, encourage, permit or suggest strikes, slow-downs, sick-outs, or other obstructions which may involve suspension or interference with work. Furthermore, the Union agrees to limit picketing to any one location at any one time with respect to any dispute subject to the grievance procedures outlined herein, and agrees to limit picketing which would involve suspension of or interference with the normal work of the Police Department or any other Town Department.

ARTICLE 7: WAGES AND COMPENSATION

- §7.1 Effective July 1, 2022, and extending through June 30, 2025, wages will be paid to employees covered by this agreement in accordance with the wage schedule attached hereto as Schedule A. Employees promoted to a new classification shall be paid at a rate no less than their rate of pay in their previous classification.
- §7.2 Employees on official business out of town for the town shall be paid reasonable expenses for meals. Meals when out of town for the purpose of attending court shall not be included.
- §7.3 Employees shall be reimbursed for authorized travel at the current rate paid by the State of Maine. This shall not include travel for purposes of attendance at court.
- §7.4 The Town shall have the right, upon hiring new employees, at its discretion, to give credit for prior law enforcement experience not to exceed a total of eight (8) years.
- §7.5 A stipend of 5% in addition to the regular hourly wage shall be paid to officers designated as field training officers, while they are engaged in field training of a new employee.
- §7.6 The Officer filling the position of School Resource Officer shall receive wages based on the Detective wage scale. This shall be applied during the entire calendar year and not limited to the school calendar.
- §7.7 The Town's Canine Officer shall be relieved from regular duties one (1) hour prior to the end of each shift in order to provide time for maintenance of the animal. In the event that the Canine Officer is recalled to duty within that hour, the Canine Officer shall be compensated for the balance of the hour at the regular hourly rate and for actual time worked at the overtime rate from the time the officer reports to duty until the officer is relieved from duty. The Canine Officer shall receive an additional one dollar (\$1.00) per hour to compensate for time spent for maintenance of the animal.

§7.8 The Town shall change the pay period to a bi-weekly pay period by advancing the pay period one (1) day per week until the pay period falls on a bi-weekly schedule on July 1, 2011.

ARTICLE 8: HOURS AND OVERTIME

§8.1 The regular work week and the regular workday shall be forty (40) hours and eight (8) hours, respectively within a one week, one-hundred and sixty-eight (168) hour, period. For employees assigned to twelve (12) hour shifts, the regular workweek and regular workday shall be eighty (80) hours within a two week, three-hundred and thirty-six (336) hour, period, comprised of an identified combination of twelve (12) hour and eight (8) hour days. All persons may work either a schedule of (a) five (5) eight (8) hour days within a one week pay period, (b) four (4) ten (10) hour days within a one week pay period, or (c) a combination of twelve (12) hour and eight (8) hour days within a two week pay period, within the guideline of the scheduling clause of this contract, at the discretion of the Chief. All hours actually worked in excess of eight (8) hours per day if working an eight (8) hour schedule, or ten (10) hours per day if working a ten (10) hour schedule, or twelve (12) hours per day if working a twelve (12) hour schedule, shall be paid at the rate of one and one-half (1-1/2) times the base hourly rate. The regular workweeks of forty (40) hours within one-hundred and sixty-eight (168) hours, or eighty (80) hours within three-hundred and thirty-six (336) hours, shall not be shortened, provided, however, that this provision shall not be construed to be restricting, limiting, or qualifying, in any manner, the right of the Town to lay off members or to reduce the work force in accordance with the Seniority provisions of this Agreement.

§8.2 Employees called back to work shall receive a three (3) hour minimum guarantee at time and one-half (1-1/2) for the work for which they are called back. If the call back occurs within Three (3) hours of the beginning of a shift to which the employee called in is assigned, then the employee shall be paid only for the actual time worked (at time and one-half (1-1/2) and not the minimum Three (3) hours.

§8.3 Any employee required during their otherwise off-duty time to appear in the Maine District, Superior, U. S. District Courts, Grand Jury or Secretary of State hearing on any matter arising out of their performance of duty, shall be compensated for hours so spent computed to the nearest one-half hour at the rate of one and one-half (1-1/2) times their basic hourly rate. Said employee shall turn over to the Town all witness fees or other payments made directly to them from the above-named agencies. Any employee required during their off-duty time to appear in any of the above-named agencies, shall receive a three (3) hour minimum guarantee at the time and one-half (1-1/2). Travel time will be included in the compensation for appearances. When an employee is required to spend off-duty time on "standby" by the agencies, they shall be compensated for the hours so spent on the standby status as required by the overtime provisions of this Article. If an employee is required to be on standby status for a given day, compensation will begin at

0900 hours and standby compensation will continue until such time as the officer is called for an appearance in Court or is notified that their services will not be necessary. Standby time shall be defined as off-duty time where conditions are so circumscribed that they restrict the employee from effectively using the time for personal pursuits. Reference may be had to 29 CFR Part 553.220.

- §8.4 Overtime work shall be distributed equally to employees working within the same job classification. It shall be the responsibility of the Union to administer overtime assignments and to assure the availability of personnel to fill overtime assignments. Where a detective works overtime in the patrol classification, they shall be paid at one and one half (1-1/2) times their normal rate. No more than eighteen (18) hours consecutively in a twenty-four (24) hour period may be worked; that period begins in the first eight (8) hours worked. No member of the bargaining unit shall work more than eighteen (18) consecutive hours for the Town of Lisbon, Maine in one day. An on duty detective may be used to fill a vacancy in the patrol division of the same regularly scheduled shift as the detective if the vacancy was not caused by a vacation day of the patrol officer in which the patrol officer gave the department fourteen (14) days or more notice of their intent to take said vacation day. Said use of detectives shall not exceed a two (2) day period and detectives shall not be used consecutively to exceed the two (2) day period.
- §8.5 Where the absence of a regular employee in the dispatch classification is due to the illness of the employee, then the Town will have the option, after filling the first shift with a regular employee, of filling the second absent shift due to illness with a reserve, and continuing to alternate coverage between regular employees and reserves. Where the absence from work of the regular employee is due to vacation, then the first three (3) days will be filled by a regular employee(s) if available and then subsequent days will be alternated between reserves and regular employees. If regular employees within the dispatch classification are unavailable or choose not to accept work, and if no reserve employee is willing to do so, the duty shall be performed by the regular permanent employee to whom it was first offered.
- §8.6 Notwithstanding the foregoing, upon a vacancy caused by retirement, termination, separation or any other cause, the shift position will be filled by other department personnel in accordance with §8.4, for a period of five (5) working days. At the expiration of five (5) working days the position may be temporarily filled with a reserve officer or dispatcher until permanently filled with a new hire. If a position is not staffed due to a long term illness or disability, then the staffing of that position shall be in accordance with past practice, whereby a reserve officer or dispatcher may be used upon sufficient evidence of the long term nature of the illness or disability.

§8.7 For the purpose of this Article, "hours worked" shall include the following:

1. hours actually worked;
2. hours compensated for by holiday base pay; and
3. regularly scheduled hours not worked during the week that are compensated for by vacation pay, sick leave, compensatory time, personal time, bereavement leave or jury duty pay.

§8.8 Hours and Overtime - When an officer works overtime hours, or utilizes holiday time, that officer will have a choice of being compensated monetarily or with comp time. Comp time will accrue on a one and one half for one hour worked basis. Use of comp time shall be subject to the federal Fair Labor Standards Act. Upon separation in good standing, accumulated comp time shall be paid.

The officer will designate their choice of overtime or comp time on the overtime slip. Comp time totals will be entered into the Town's records as vacation and sick leave is currently. Officers can accumulate no more than eighty (80) hours comp time, and dispatchers can accumulate no more than twenty-four (24) hours of comp time. Under ordinary circumstances, comp time off requests are to be submitted to the Chief no later than fourteen (14) days prior to the day requested. Under extenuating or emergency circumstances, and where the supervisor feels that the circumstances are appropriate and Town coverage will not be adversely affected, then comp time can be granted with four (4) hours prior notice.

§8.9 Detectives assigned and available for response to weekly availability will be paid seven (7) hours at their overtime rates and will accrue one (1) hour of compensatory time (as specified in §8.8 above). Unless applicable caps apply, a detective may direct that overtime compensation for weekly availability be transferred to comp time, e.g., by taking three (3) of the seven (7) hours as overtime pay and transferring the remaining four (4) hours to comp time. The practice of calling detectives while off-duty will remain as is. It is contemplated that when more than one (1) detective position is filled each detective will be generally available for calls and to respond to call backs on a rotating basis every other week. A 45-minute response time will be required if call back is necessary. All detectives will be compensated pursuant to Article 8 if they are actually called in to work. Under circumstances where there is one (1) detective position filled, then the stipend for the on-call detective will be nine (9) hours at overtime rates and they will accrue one (1) hour of compensatory time.

ARTICLE 9: SCHEDULE CHANGES

The Town retains the right to implement schedule changes as needed. However, any monthly schedule changes shall be posted a minimum of fourteen (14) days prior to the implementation on any such change. Once the schedule is implemented there will be no changing

of individual work shifts during the duration of the schedule. However, in an emergency situation as determined by the Chief of Police or the Chief's designated alternate the fourteen (14) day notice may be suspended in order to properly and safely react to the given emergency. Furthermore, when the emergency situation has ended a schedule change may be made again suspending the fourteen (14) day notice however only after mutual agreement between the Chief of Police or the Chief's designated alternate and the Union.

ARTICLE 10: DINNER BREAKS AND REST PERIODS

Dinner breaks and rest periods shall be granted to each employee at the rate of one-half (1/2) hour in each eight (8), ten (10), or twelve (12) hour shift; rest breaks of fifteen (15) minutes shall be granted as follows: One (1) during the first four (4) hours of every eight (8), ten (10), or twelve (12) hour shift and one (1) during the last four (4) hours of said shift

No breaks shall be granted during periods of emergency operations that affect the health, safety, and welfare of any citizen.

Any employee who, for any reason, works beyond the regular quitting time into the next shift, shall except in an emergency situation, receive a fifteen (15) minute rest period before they start to work on such next shift. In addition, they shall be granted the regular rest periods that occur during the shift but not before two (2) hours of work on their second shift.

ARTICLE 11: HOLIDAYS

§11.1 The following holidays shall be paid holidays for all employees covered by this Agreement for the duration of this Agreement:

New Year's Day	Indigenous Peoples' Day
Washington's Birthday	Veteran's Day
Patriot's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Floating Holiday
Labor Day	Martin Luther King Day
Day After Thanksgiving	

§11.2 A holiday is defined as that period of time starting at 0001 hour and continuing through the following twenty-four (24) hour period, except Christmas which will begin at 4:00 P.M. Christmas Eve and run through 4:00 P.M. on Christmas day.

§11.3 All employees who work on any of the above holidays shall receive, in addition to their regular pay, time and one-half (1-1/2) for all hours worked. Therefore, total for holiday if worked equals double time and one half. Holidays not worked shall receive straight time

pay of eight (8) hours. Holiday compensation may be taken as compensatory time. Detectives shall not work holidays without approval of the Chief or their designee. On occasions when, by agreement and approval of the Chief or the Chief's designee, a detective works on a holiday, they may utilize the holiday time off later in the same calendar week. No holiday pay or compensation will be paid for the detective's regular hours worked on the related holiday.

§11.4 All holiday pay will be paid by the Town on the payroll for the week in which the holiday occurs or is observed by the Town.

§11.5 Employees must request the floating holiday, listed above, at least seven (7) days prior to the date requested. The Chief will not unreasonably deny any request. Time and one-half (1-1/2) shall not be paid for the floating holiday.

ARTICLE 12: VACATIONS

§12.1 Each member of the bargaining unit, having completed twelve (12) months service, shall be granted vacation time with pay.

§12.2 The Town reserves the right to limit the number of employees who may take their earned vacation at any one time.

§12.3 The Town reserves the right to refuse to grant any employee under this agreement more than two (2) consecutive weeks (eighty (80) hours) of vacation at any one time.

§12.5 The following vacation time allowance is based on the number of years of service completed and shall be as follows:

Two weeks vacation (80 hours) upon one (1) year of service.

Three weeks vacation (120 hours) upon five (5) years of service.

Four weeks vacation (160 hours) upon twelve (12) years of service.

Five weeks vacation (200 hours) upon eighteen (18) years of service.

§12.6 Vacation time must be approved by the Chief or the Chief's designee, so long as they have been given a fourteen (14) day notice prior to the vacation requested. Vacation time shall not be unreasonably denied.

§12.7 Vacation time preference will be based upon longevity/seniority vested rights.

§12.8 Vacation time may be exchanged upon prior approval of the Chief.

§12.9 Employees may carry over up to eighty (80) hours of vacation from year to year only with the permission of the Town Manager; such permission will not be unreasonably withheld. Employees may be allowed to carry over up to 40 additional hours of vacation from year to year at the discretion of the Town Manager when extenuating circumstances exist.

Employees who have eighty (80) hours of remaining vacation time in their anniversary month may exchange up to forty (40) hours of that vacation time toward straight time pay. These requests must be made in writing to the Chief of Police at least fourteen (14) days prior to the employee's anniversary date, and will be paid out within two (2) pay periods following the employee's anniversary date. Written requests must be made to the Chief at least fourteen (14) days prior to the employee's anniversary date in order to be eligible for this payment.

§12.10 Any vacation time in excess of eighty (80) consecutive hours may only be taken after each member of the unit has had the opportunity to select their initial eighty (80) hours of vacation.

§12.11 No employee shall be entitled to work their vacation with pay.

§12.12 Employees shall be allowed to take vacations in any amount of working days subject to the restrictions above in Sections 12.3 and 12.2.

§12.13 Effective July 1, 2017, and on July 1st of each ensuing year, each employee shall accrue twenty-four (24) hours of personal time. This personal time may be used with a minimum advance notice of four (4) hours provided the employee secures a qualified replacement to work the shift. An on-duty detective may be used to fill a vacancy in the patrol division of the same regularly scheduled shift as the detective if the vacancy is caused by utilization of personal time in accordance with §8.4.

Probationers shall receive eight (8) hours of personal time at hire and an additional eight (8) hours at the six (6) month anniversary of hire. If the probation extends beyond the one (1) year due to Academy training, then an additional eight (8) hours shall accrue at the one (1) year anniversary of hire. The purpose of this clause is to control the schedule of earned time usage during the first twelve (12) months of employment.

§12.14 Effective July 1, 2022, the Chief may credit new employees with prior full-time law enforcement experience up to eight (8) years of service for purposes of their annual vacation time allowance. In their first year of employment, new lateral hires shall receive one half (1/2) of their first year vacation time allowance on their hire date, and the other half upon reaching six (6) months of service.

ARTICLE 13: BEREAVEMENT LEAVE

- §13.1 An employee shall be excused from work with pay for up to five (5) days because of the death of a spouse, child, stepchild, mother, father, sister, brother or stepparent. In the sole discretion of the Town Manager and the Chief of Police, additional paid bereavement leave may be provided in the event of the death of one of these relatives.
- §13.2 An employee shall be excused from work with pay for up to three (3) days because of death of the following family members: grandparents, mother-in-law and father-in-law.
- §13.3 In addition to the foregoing, employees shall be granted one (1) day from work with pay for the death of an aunt, uncle, niece, nephew, grandchild, brother-in-law, sister-in-law, and spouse's aunt or uncle.

ARTICLE 14: LONG TERM SICK LEAVE/EARNED TIME

- §14.1 Sick leave shall accrue at the rate of ten (10) hours per month of service accumulation to a maximum of nine hundred and sixty (960) hours for employees hired prior to July 1, 2000; for employees hired after that date, the maximum accumulation shall be seven hundred and twenty (720) hours. The accumulated sick leave may only be utilized for personal illness or incapacity that renders the employee unable to perform the duties of their position. An employee who is unable to report for work due to illness or incapacity shall report this to the Town by phone at least one (1) hour before their scheduled starting time, in order to be eligible for use of accrued sick leave.

Sick leave may be used for medical appointments for employees, and also for medical appointments for an employee's immediate family member when it is necessary for the employee to attend or provide transportation to the medical appointment. Accumulated sick leave also may be used when an employee is required by the employer to stay home from work for purposes of quarantine or isolation during a declared state or federal emergency related to a health pandemic or epidemic. For the purposes of this section, immediate family member is defined as the employee's spouse, child or parent. When the medical appointments for employee or an immediate family member are of a routine nature (for example a planned dental examination or a planned checkup with a medical doctor), the employee will provide 48 hours' notice to the Department and will also limit the use of sick time for that routine appointment to three hours.

Prior to returning from an illness of four or more consecutive missed work shifts, the employee will be required to provide to the Town a doctor's certificate from a physician approved by the Town documenting the long term nature of the illness and, if work capacity is a question, a certification that the employee is capable of returning to work at full duty. Since a doctor's certificate is a requirement upon returning from long term illness, the cost

for physician certification will be paid by the Town, to the extent that it exceeds applicable insurance benefits.

The Town reserves the right, in other instances that an absence is due to illness, to require a doctor's certificate of the illness from a physician approved by the Town. Where requested, the Town shall pay the cost and/or reimburse the employee for the cost of the certification to the extent that it exceeds applicable insurance benefits.

§14.2 Reallocation of Long-Term Sick Leave. In instances where an employee covered under this Bargaining Agreement has accumulated long-term sick leave, that sick leave may be allocated to the benefit of another bargaining unit member who has no accumulated long-term sick leave for purposes of providing compensation during the course of a long-term illness. The reallocation shall be in accordance with the following terms and conditions:

1. The condition which supports the need for the use of long-term sick leave shall be a legitimate long-term disability or illness suffered by the employee.
2. The condition shall not be the result of a work-related injury.
3. The employee suffering the long-term disability or illness shall have no income and shall not be in a condition to earn income.
4. The condition shall be one that will allow the employee to return to work within a reasonable period of time.
5. Any reallocation of long-term sick leave benefits shall be in 160-hour increments and shall be reviewed for eligibility on a monthly basis.
6. Nothing herein shall affect the employee's rights under the Federal and State Family and Medical Leave Acts; time spent on long-term sick leave under the provisions of this Section shall be included for purposes of calculating available time frames under State and Federal Family and Medical Leave Acts.
7. The terms and conditions for the return of all or part of reallocated long-term sickness shall be a matter to be determined between the employee receiving the reallocation, the employee making the reallocation, and the Union. Any such adjustments, however, shall be reported forthwith to the Town Manager so that accurate records as to accumulation and use of long-term sick leave may be kept.
8. All decisions approving reallocation of long-term sick leave shall be approved by Management, with approval not to be unreasonably withheld if the terms and conditions of these provisions are met. All decisions by Management, however,

shall be final and shall not be subject to grievance or any other procedure under this Bargaining Agreement.

ARTICLE 15: FAMILY AND MEDICAL LEAVE

Any family and/or medical leave is deemed to be without pay unless the employee is eligible for and elects to receive long term sick leave. In addition, a parent, at the birth or adoption of a child, who would not individually be eligible for long term sick leave, may nevertheless utilize up to two (2) weeks of accumulated long term sick leave during the twelve (12) week family and medical leave period.

ARTICLE 16: INSURANCES

§16.1 The Town shall provide health insurance benefits under the Maine Municipal Health Insurance Trust POS-200 Plan. Employees also may elect coverage under the PPO-500 Plan. The employee contribution rate will remain at twenty percent (20%). To the extent that it is available under the plan, employees may elect to purchase up to the POS-C Plan with the employee to be solely responsible for any additional premium cost. The Town shall also have the right going forward to switch to a comparable or better plan and coverage, subject to a reopener to discuss the plan with the Union membership for the membership to approve the plan, which approval will not be unreasonably withheld given comparability. The parties agree to reopen the issue of health insurance if the Town determines that current health plan offerings may result in fines, penalties or assessments under the Affordable Care Act.

The Town will contribute to a Health Reimbursement Arrangement (HRA) for those employees who elect either the POS-200 or PPO-500 level plans. The Town will fund the HRA up to the following amounts: \$500 for employees electing single coverage and \$1,000 for employees electing employee and family, employee and spouse, or employee and children coverage. The HRA may be used for co-pays in addition to deductible and co-insurance amounts.

The Town shall offer employees the opportunity to purchase dental insurance through the Maine Municipal Employees Health Trust.

The Town shall offer employees the opportunity to purchase supplemental and dependent life insurance through the Maine Municipal Employees Health Trust.

§16.2 The Town shall no longer fund the cost of life insurance premiums for unit members. However, the Town shall continue to fund those unit members who are now covered, and who will continue to be covered under previously existing whole life policies.

§16.3 Professional Liability - The Town agrees to protect, save harmless and indemnify each employee from and against all fines, penalties, loss, damage, cost and expense suffered or sustained by them or for which they may be held or become liable by reason of injury, including death, to persons or property, or other causes whatsoever, in the event an attempt should be made to hold them liable therefore in connection with the performance of their duties as a police officer, including without limitation on the foregoing, the operation of police department vehicles and equipment.

§16.4 In instances where the employee has access to other adequate health insurance coverage and elects not to be covered under the Town's health insurance plan, then the employee will be paid, on an annual basis, the sum of Three Thousand Dollars (\$3,000.00). This amount shall be adjusted on an annual basis by the same percentage as any wage increase. This benefit shall be available, however, only to those employees who have demonstrated that they have adequate and acceptable coverage from another source. The acceptance of the buy-out in lieu of health insurance will not prevent the employee from re-enrolling in the Town provided health insurance plan at a later date provided that the employee return to the Town one-twelfth (1/12) of the total three (3) month or four (4) month premium payment for each month in a given year they are enrolled in the plan.

Members who are eligible for coverage at the family or spousal level and receive coverage at that level, and reduce their coverage level to the single coverage level, shall have their contribution rates reduced to one-half (1/2) of those rates as set forth in Section 16.1. In order to be eligible for the reduced contribution rate, the member must be eligible for family or spousal coverage and actually make the reduction in coverage so that the Town is realizing a savings in premium costs. It shall not be available to officers eligible for family coverage who are currently participating at a single level. This shall apply to new hires that are eligible for family or spousal coverage but elect single coverage. It shall not apply to new hires that are only eligible for single coverage.

Employees whose alternate coverage is also provided by the Town of Lisbon, shall not be eligible for this buy-back provision.

ARTICLE 17: PENSIONS

The Town agrees to provide retirement for the employees through MainePERS, as provided by Statute, after completion of twenty-five (25) years of service without regard to age. The retirement pension shall be one currently funded by the Town which excludes any time spent on active and/or reserve status duty with the Armed Forces of the United States or the National Guard.

In view of changes in retirement plans provided by MainePERS, the parties to this Agreement recognize the potential for changes in language to this provision may be required during the course of this Contract.

Effective July 1, 2022, the Town will adopt MainePERS Plan 3C (2/3 Average Final Compensation after 25 years of service, no age limit). All officers and dispatchers must move to the new plan, with existing officers eligible for a blended plan benefit from MainePERS depending on their years of service under the new plan and the previous plan.

ARTICLE 18: UN-USED SICK LEAVE

§18.1 When an employee hired prior to July 1, 2013 retires from service after twenty-five (25) years or dies they shall receive an amount equal to one-half (1/2) of the number of unused sick leave days accumulated based upon their wages at the time of separation; for an employee hired on or after July 1, 2013, they shall receive an amount equal to one-quarter (1/4) of the number of unused sick leave days accumulated based upon their wages at the time of separation. An employee hired prior to July 1, 2013 who separates from service after fifteen (15) years of continuous service shall receive an amount equal to one-half (1/2) of the number of unused sick leave days accumulated based upon their wage at the time of separation; for an employee hired on or after July 1, 2013, they shall receive an amount equal to one-quarter (1/4) of the number of unused sick leave days accumulated based upon their wages at the time of separation. Payment for unused sick leave upon separation after fifteen (15) years shall be paid one (1) year from the date of separation unless notice of separation is received by the Town on or before March 15th, in which case it shall be paid by the immediately following July 15th or the date of separation, whichever is later. Upon death, if an employee leaves a widow or widower, the amount shall be paid to said widow/widower. If no widow/widower exists, then payment shall be made to any children (equally) or specified next of kin. For purposes of implementation of this provision, separation shall mean leaving the service in good standing. Good standing will not include terminations based upon discipline, terminations based upon poor job performance or inability to perform job functions, or resignations where the individual was facing or about to face discipline based upon misconduct or poor job performance that could have led to a likely termination.

At least seven (7) days before commencement of termination proceedings based on an inability to perform job functions due to an injury the employee claims to be work related, the Town will give the employee a written notice of intent to proceed with termination. If the employee, at any time after receipt of said notice, resigns their position, the Town will not use the fact of resignation to reduce, terminate, limit or otherwise prejudice the employee's right to receive partial or total disability benefits under the Maine Workers Compensation Act of 1992.

§18.2 Any benefits paid under this section shall not be considered as salary as allowed by Maine State Retirement Rules under the Consolidated Plan.

ARTICLE 19: MEMBERS RIGHTS

§19.1 Complaints from the Public: To the extent reasonably possible, any member of the public who makes a complaint will be asked to submit a written and signed complaint. If a public complainant is unwilling to provide a written and signed complaint, this fact will be taken into consideration as part of the evaluation of the complaint. If an employee is to be questioned concerning a citizen's complaint, then the questioning shall take place at a reasonable time during working hours. The person(s) conducting the investigation shall advise the employee that an official investigation is being conducted and shall inform them of the nature of the conduct which is the subject of the questioning.

§19.2 Internal Investigations: When the Department is conducting an internal investigation, the officer(s) involved may be disciplined for failure to obey any order issued during or at the conclusion of the investigation.

During any interrogation by the Department regarding any criminal or administrative violations, the employee shall have the right to a representative of their own choosing to accompany them throughout the interview.

Any statement given by an employee covered by this agreement during an internal investigation shall not be used in a criminal proceeding unless the employee was afforded all the constitutional protection granted by law.

Any investigation shall be conducted without delay and the member advised of the outcome accordingly.

During and subsequent to the investigation the member may be placed on paid administrative leave prior to any hearing.

§19.3 Disciplinary Procedures: During any hearing that may result in dismissal, firing or suspension with or without pay, the employee involved shall be entitled to the following:

- a. the right to know the exact nature of the charge(s);
- b. the courtesy of three (3) days written notice of the Hearing, Hearing date, time and location; and
- c. the right to consult with their representative before and during the Hearing, and to be represented at the Hearing.

No employee shall be disciplined without just cause.

§19.4 Personnel Files: No written reprimand involving alleged violations shall be placed in the member's personnel file unless the member is first given a copy of the reprimand. The member shall have an opportunity to respond to the allegations in writing. The Chief shall review both the reprimand and the contesting document and will only place the reprimand in the file upon finding just cause for the reprimand.

All discipline infractions involving less than an unpaid suspension placed in an employee's file shall be removed from the file if there is no disciplinary offense within the next thirty (30) months following issuance of the discipline. Discipline for unpaid suspensions and above shall not be purged from the file.

§19.5 Any employee shall have the right to review their personnel file according to the requirements outlined below:

- a. any request to review personnel files must be in writing, typed on official police department stationery, and signed by the requesting employee;
- b. Human Resources shall establish a time and date for the review of the requesting file but shall not unreasonably schedule such a review. The time for review will be during normal working hours eight thirty (8:30) am to four thirty (4:30) pm Monday through Friday.
- c. if the date and time arranged is not during the working hours of the employee, the employee will not receive compensation for the time involved.

ARTICLE 20: UNION BUSINESS

§20.1 The Fraternal Order of Police will keep the Chief of Police currently informed in writing of the names of the Union's representatives who are:

- a. authorized to represent the union in meetings with Town representatives, and/or
- b. authorized to request excused absences.

§20.2 Authorized members of the Union may be granted time off for Union activities to meet with appropriate Town officials during working hours if excused in advance. Permission may be granted by the Chief or the Chief's designated alternate.

§20.3 The period of excused absence for union activities shall be used primarily for the purpose of enabling the Union representative to carry on Union activities which directly concern the relations with the Town.

§20.4 The employer agrees to provide and maintain a suitable bulletin board in the squad room for Union business. All Union posting shall be on this bulletin board and those postings shall be limited to official Union business such as meeting notices and Union bulletins.

ARTICLE 21: GRIEVANCE PROCEDURES

§21.1 Grievances, which for the purposes of the Agreement shall be defined as disputes with respect to interpretations or applications of specific terms of this Agreement, shall be processed in the following manner:

a. Any employee who believes that they have been grieved shall first present the grievance orally within five (5) working days of its occurrence, or from the date when the member should reasonably have been expected to be aware of the event which gave rise to the grievance, to the Chief or the Chief's designated alternate, whereupon a reasonable effort shall be made to resolve the grievance, informally, within five (5) working days of the member's oral presentation.

b. If the employee is not satisfied with the decision rendered in 21.1(a) above the Union shall reduce the grievance to writing and submit it to the Chief within ten (10) working days of the 5-day informal resolution period. The grievance shall contain a concise statement of the events allegedly giving rise to the grievance and the alleged violation.

The Chief shall respond in writing to the member's grievance within ten (10) working days of receipt of the written grievance.

c. If the decision of the Chief is not satisfactory to the employee, the Union may appeal the grievance in writing to the Town Manager within ten (10) working days. The Town Manager shall render their decision in writing to the employee, the Union, the Selectmen, and the Chief within ten (10) working days of the date the written grievance was received.

d. If the grievance is still unsettled either party (Town or Union) may within ten (10) working days after the Town Manager's decision is due, by written notice to the other party, request arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Town and the Union within ten (10) working days after notification has been given.

If the parties fail to agree on an arbitrator, either may request the Maine Board of Conciliation and Arbitration to provide an arbitrator in accordance with the Maine Board rules. The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall be requested to issue their decision within thirty (30) calendar days after the conclusion of the testimony and argument.

Expenses for the arbitrator's services and the proceeding shall be borne equally by the Town and the Union. However, each party shall be responsible for compensating its own representative and witness.

- e. Grievances not processed within the time periods provided by this Article shall be deemed waived unless both parties agree mutually to exceptions.
- f. Working days for the purpose of this Article are Monday through Friday, exclusive of holidays.
- g. The arbitrator shall have no power to add to, subtract from, or modify any provision of this agreement or to issue any decision or award inconsistent with applicable law.

ARTICLE 22: SENIORITY

§22.1 Seniority is defined as continuous service with the Department from the date of swearing.

§22.2 The probationary period will not be counted for seniority until satisfactory completion of the employee's probation period.

§22.3 Lay-offs of employees shall be within job assignments and shall be in the inverse order of seniority. For purposes of administering lay-offs, job assignments shall be considered as the dispatch classification and the sworn officer classification and each lay-off shall be within that classification in inverse order of seniority.

§22.4 No new employee shall be hired until all employees who have been on lay-off status up to twelve (12) months have been offered the opportunity to be rehired.

§22.5 Upon notification of recall from lay-off, the employee shall notify the Town as to whether or not they intend to return to the employment of the Town, and the date of that re-employment which shall be no more than two (2) weeks from the date of notice or recall.

§22.6 An employee shall break their seniority only by the following:

1. A voluntary quit.
2. Discharge for just cause.

3. Absence from work without just cause for three consecutive days without notifying the employer.
4. Fails to respond to a notification of recall from lay-off pursuant to Article 22.5.
5. Accepts a position outside of the employer's service.
6. Accepts a position outside the bargaining unit within the employer's service and does not return to a vacancy within the employer's bargaining unit for a period of six (6) months beginning with the date the employee left the position in the bargaining unit.

ARTICLE 23: APPOINTMENTS - PROBATIONARY PERIOD

All original appointments to the Lisbon Police Department shall be probationary for the periods described below:

§23.1 All newly hired police officers shall serve a one year probationary period beginning on the date of graduation from the Maine Criminal Justice Academy, on the date the MCJA Board of Trustees waives the basic training requirement, or the date of hire if the officer is Maine Criminal Justice Academy certified.

§23.2 Newly hired dispatchers -- six (6) months.

§23.3 These probationary periods may be extended by mutual consent of the Town and the Union.

ARTICLE 24: TRAINING SESSIONS

§24.1 Mandatory training outside of the employee's normal work schedule must be approved in advance, and will be paid at time and one half.

§24.2 The Town reserves the right to hold monthly Departmental Meetings to outline policies and procedures at which patrol officers will be obligated to attend. Members shall be paid for departmental meetings in accordance with the provisions for training time outlined in Section 24.1

ARTICLE 25: TRAINING AGREEMENT

Both parties to this Agreement recognize the requirements of State Law that all police officers receive mandatory training at the Maine Criminal Justice Academy. These parties further recognize that new hires may not have the required training and that such training must be provided by the Town. The parties further understand that there are applicable provisions for reimbursement of those training expenses upon separation from the service where that individual is employed by another State of Maine Enforcement Agency. Those provisions however do not address the circumstances where a law enforcement officer leaves the service and is employed out of the State or leaves the law enforcement entirely in terms of reimbursement associated with mandatory

training. Under these circumstances the parties agree that the Town is permitted to require a new employee who requires mandatory training, to enter into a training agreement with the Town which will require reimbursement of all or a portion of the Town's expenses for training this individual, in accordance with then applicable State formulas which would be applied to the employee who transfers to another law enforcement agency.

ARTICLE 26: EDUCATIONAL AND INCENTIVES PLAN

In order to encourage professional and academic development, the Town agrees to pay all or a portion for the cost of courses, including tuition and supplies, for bachelors or associates level courses related to the field of law enforcement or public administration. In order to be eligible for reimbursement, employees must give written notice of intent to take a specific course to the Police Chief by March 1 preceding the fiscal year in which the course will be taken. Reimbursement will be limited to 2 courses per fiscal year for any one employee. Tuition payments will be capped at University of Maine rates, and be based upon the student's net cost after the application of scholarships and other tuition reductions. Payments shall be in accordance with the following schedule:

Grade of "A"	100%
Grade of "B"	75%
Grade of "C"	50%
Grade of "D"	25%
Failing Grade	0%

Bargaining Unit Members who currently hold or during the term of this Contract acquire an Associate or Bachelor's Degree in Criminal Justice, Police Administration, Criminalistics, Criminology, Public Administration, Sociology, Psychology, or Business Administration with a concentration on human resource development, shall be entitled to a stipend of eight hundred and fifty dollars (\$850) for an Associate's Degree or twelve hundred dollars (\$1200) for a Bachelor's Degree. These shall be added to the Bargaining Unit Member's base rate of pay at the rate of forty-one cents (\$.41) per hour for the Associates Degrees and sixty cents (\$.60) per hour for the Bachelor's Degree.

Military Incentive: Unit members that served at least 4 years in the United States Military, including National Guard and Reserve service, and who have been honorably discharged or are currently serving in good standing, shall be entitled to a stipend of forty-one cents (\$.41) per hour. These shall be added to the Bargaining Unit Member's base rate of pay.

Instructor Incentive: Unit members that are certified through the MCJA and are instructors in Firearms or in Mechanics of Arrest Restraint and Control (MARC) and actively conduct two (2), three (3) hour training blocks for Lisbon Police Department in a fiscal year, will receive a stipend of \$300 dollars before the last pay period in the fiscal year after a formal

written request to the Chief of Police by June 1st, demonstrating that there was completion of the required blocks of instruction.

ARTICLE 27: ANNUAL PHYSICALS

§27.1 The Town may provide an annual physical examination for all police officers. The physician shall be selected by the Town thereby insuring the aforementioned maximum expense. Notwithstanding the foregoing, if during the course of the annual physical, the physician selected by the Town determines that the employee should have further examinations, the Town may require such examination at its cost.

§27.2 The Town may establish physical standards that all officers shall satisfactorily meet. Such standards shall be submitted to the Union for its review and approval before implementation.

§27.3 All new employees shall be required to submit to and satisfactorily pass a physical examination.

§27.4 The Town shall be given the results of all physical exams. The physical exam form agreed upon at the time of the implementation of this contract shall be used through the duration of the contract.

ARTICLE 28: PHYSICAL STANDARDS

All sworn members are encouraged to maintain a level of physical fitness appropriate to the demands of police work. No smoking will be permitted by any employee while on duty, except during permitted breaks and in duly designated areas.

ARTICLE 29: INJURIES OR ILLNESS IN LINE OF DUTY

Any employee who sustains a compensable illness or injury which arises out of or in the course of their employment shall be paid during each week of the incapacity resulting from the injury or illness an amount sufficient, when added to the weekly payment of Worker's Compensation paid under the laws of the State, to equal their weekly salary or normal wage.

Any injured employee may request on forms provided by the Town that the Town begin full payment of salary immediately to insure that there will be no delay in Worker's Compensation benefits. The employee, however, must stipulate to reimbursement of such payments to the Town upon receipt of Worker's Compensation payments.

Such additional payments by the Town shall not be continued beyond twelve (12) work weeks except upon an order passed by the Town Council. No additional payments shall be made

in any instance when, in the opinion of the Chief and the Town Manager, the accident occurred as a result of intoxication, willful intent, violation of rules and regulations on the part of the employee, or while the employee is in the employ of any other person, firm or corporation. Non-payment of said benefits for the reasons outlined above shall not be unreasonably denied without just cause and shall be subject to the Grievance procedure outlined in the Agreement.

ARTICLE 30: HEALTH AND SAFETY

The Maine Association of Police recognizes the right of the Town to establish reasonable rules and regulations for the safe, sanitary and efficient conduct of the Town's business and reasonable penalties for the violation of such rules and regulations.

The Town is responsible for meeting safety standards which are considered to be minimum standards required by the Occupational Safety and Health Act of 1970 as well as other Federal and State Laws. Noncompliance with the act may result in fine and penalty to the Town.

Proper safety devices shall be provided by the Town for all employees engaged in work where such devices are necessary. Such devices, where provided, must be used as intended.

If a member of the Union deems their vehicles or equipment to be unsafe, they shall notify their superior who, in turn, shall arrange for or conduct an appropriate inspection and shall determine whether vehicle or equipment is safe for use.

Any employees involved in any accident shall immediately report to their immediate, non-unit superior said accident and any physical injury sustained. Said report will be made on a proper form provided by the Town.

ARTICLE 31: CLOTHING ALLOWANCE AND EQUIPMENT

§31.1 Each Police Officer in the unit shall purchase uniforms, uniform accessories, including footwear, and equipment to be used in the performance of their duties out of the allowance designated below. The style and design of those uniforms shall be the prerogative of the Town.

§31.2 Each dispatcher in the unit shall be issued uniforms, to be worn on duty. The style and design of those uniforms shall be the prerogative of the Town.

§31.3 The Town shall provide uniform cleaning for each unit member and shall have the right to contract with a cleaning establishment in order to provide this cleaning. Dry cleaning will be provided on each third cleaning of the uniform.

- §31.4 The Town agrees to replace police or civilian clothing, or equipment damaged or destroyed in the line of duty.
- §31.5 All uniforms and equipment, as defined in §31.1, and §31.2 issued by the Town shall remain the property of the Town and shall be returned upon separation, except as modified in accordance with the attached clothing and equipment list.
- §31.6 Clothing allowance shall be as follows: Dispatcher \$450.00; Detective \$800.00; Patrol Officers \$800.00. In the event there is a K-9 position within this Unit, their clothing allowance shall be \$900.00. However, nothing within this section obligates the Town to create such a position within this Unit. Any clothing and equipment needs beyond the allowances designated above, except for clothing or equipment damaged or destroyed in the line of duty, shall be provided by the officer. Each individual officer or dispatcher is responsible for maintaining a proper uniform appearance and for maintaining their uniform in proper condition and may be subject to discipline for failure to do so. Disbursement of the clothing allowance shall be on a purchase order basis submitted to the Town by the individual employee and handled through the Chief's Office.

ARTICLE 32: RESIDENCE CLAUSE

All present and future officers covered by this Agreement shall be required to locate their primary residence within a forty-five (45) minute response time to the Lisbon Police Department Headquarters, said response time to be measured at normal speeds and under normal road conditions. Failure to comply with this article shall be grounds for dismissal.

All employees will provide their own transportation to and from the police station.

ARTICLE 33: UNION MEMBERS WORKING AS SUPERVISORS

Union members may, at the discretion of the Chief be assigned to fill a supervisors position. Where that assignment entails performing all the duties of the supervisory position, working the schedule of the supervisor, and covering all functions of the supervisory position for a period of five (5) working days, then the employee filling the position shall be entitled to pay at half the difference between the supervisors pay and the employees regular rate for the total time they are acting supervisor.

ARTICLE 34: SPECIAL JOBS

"Special Jobs" are defined as those non-patrol assignments not regularly performed such as private functions, dances, sporting events, etc. Each officer including non-unit supervisory personnel shall have equal opportunity to work their fair share of special duty. In the event that

all regular, permanent full-time police officers have refused any special job assignment, it may then be offered to Reserve Officers.

Special jobs shall be worked at the following rates:

that officer's overtime rate, except as provided below.

Regarding special duty assignments for entities other than the Town of Lisbon and the Lisbon School Department, the following rules apply:

1. \$55.00 per hour (or the employee's overtime rate, whichever is greater) for special duty assignments for an entity that is separate and independent from the Town of Lisbon and Lisbon School Department. The hours of work for the separate and independent entity will not be combined with the hours worked for the Town of Lisbon for purposes of overtime compensation. Therefore, the hours worked on special duty assignments for another entity will be paid at the \$55.00 per hour rate.

There shall be a with a three (3) hour minimum guarantee. It is understood that these rates shall be paid by the party requesting the service and time spent shall not be considered hours worked for the purposes of determining the applicability of overtime rates.

If an employee works beyond the three (3) hour minimum that time will be compensated in one-half (1/2) hour segments.

Special jobs shall be administered by the Town, in terms of billing, and providing for reimbursement of benefits and the Town's administrative costs from the party requesting special duty. This administration is for the purpose of assuring the workers compensation coverage and liability coverage apply to the special duty assignment. In order to be eligible for a special duty assignment, an officer must be available to work and must not be scheduled for regular duty.

ARTICLE 35: NON-DISCRIMINATION

Neither the Town nor the Union shall unlawfully discriminate against any employee because of such employee's race, color, religion, sex, national origin or age.

The use of the masculine or feminine gender in this Agreement shall be construed as including both genders and not as restrictions on the basis of sex unless the contract clearly requires a different language construction.

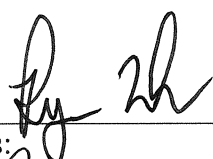
ARTICLE 36: SAVINGS CLAUSE

If any provision of this Agreement shall be contrary to any law, such invalidity shall not affect the validity of the remaining provisions of this Agreement.

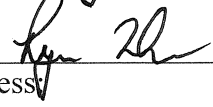
ARTICLE 37: DURATION

Except as otherwise herein specifically stated, this Agreement shall be effective as of the first day of July, 2022 and shall remain in full force and effect until the thirtieth day of June, 2025. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing one-hundred and twenty (120) days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than thirty (30) days prior to the anniversary date hereof. This agreement shall remain in full force and effect during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the following manner. In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date, which said date shall not be before June 30, 2025.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands this 3rd day of ~~July~~ ^{May} 2022.



Witness:



Witness:

Witness:

FOR THE UNION:



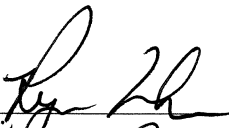
Michael Edes (FOP)




Chandler Field, President

~~Nicholas Kauffman, Vice President~~

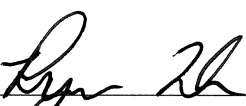
FOR THE TOWN:

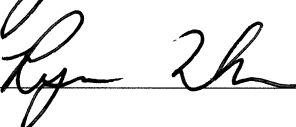

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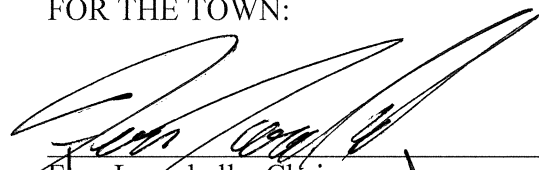

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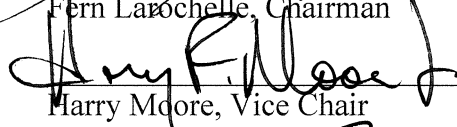

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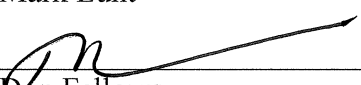
Witness:


Witness:


Fern LaRoche, Chairman


Harry Moore, Vice Chair


Mark Lunt


Don Fellows

Raymond Robishaw


Jason Smith


Cliff Miller

WAGE SCHEDULES
SCHEDULE A
Effective July 1, 2022

Grade	Dispatcher	Entry	1	2	4	8	12	16	20
PS2	Dispatcher	\$18.26	\$18.81	\$19.37	\$20.53	\$21.77	\$23.51	\$24.68	\$25.19
	Dispatch w/Associates Degree	\$18.67	\$19.22	\$19.78	\$20.94	\$22.18	\$23.92	\$25.09	\$25.60
	Dispatch w/Bachelor Degree	\$18.86	\$19.41	\$19.97	\$21.13	\$22.37	\$24.11	\$25.28	\$25.79
Grade	Communication Supervisor	Entry	1	2	4	8	12	16	20
PS3	Communication Supervisor	\$22.64	\$23.32	\$24.02	\$24.74	\$25.48	\$26.25	\$27.03	\$27.99
	Comm Spvs w/Associates Degree	\$23.05	\$23.73	\$24.43	\$25.15	\$25.89	\$26.66	\$27.44	\$28.42
	Comm Spvs w/Bachelor Degree	\$23.25	\$23.93	\$24.63	\$25.35	\$26.09	\$26.86	\$27.64	\$28.62
Grade	Patrol Officer	Entry	1	2	4	8	12	16	20
PS4	Patrol Officer	\$25.25	\$26.01	\$26.79	\$27.59	\$28.42	\$29.27	\$30.15	\$30.79
	Patrol Officer w/Associates Degree	\$25.66	\$26.42	\$27.20	\$28.00	\$28.83	\$29.68	\$30.56	\$31.20
	Patrol Officer w/Bachelor Degree	\$25.85	\$26.61	\$27.39	\$28.19	\$29.02	\$29.87	\$30.75	\$31.39
Grade	SRO/Detective	Entry	1	2	4	8	12	16	20
PS5	SRO/Detective	\$27.82	\$28.65	\$29.51	\$30.40	\$31.16	\$31.94	\$32.74	\$33.39
	SRO/DET w/Associates Degree	\$28.23	\$29.06	\$29.92	\$30.81	\$31.57	\$32.35	\$33.15	\$33.80
	SRO/DET w/Bachelor Degree	\$28.42	\$29.25	\$30.11	\$31.00	\$31.76	\$32.54	\$33.34	\$33.99

WAGE SCHEDULES
SCHEDULE A
Effective July 1, 2023

Grade	Dispatcher	Entry	1	2	4	8	12	16	20
PS2	Dispatcher	\$18.81	\$19.37	\$19.95	\$21.15	\$22.42	\$24.21	\$25.42	\$25.95
	Dispatch w/Associates Degree	\$19.22	\$19.78	\$20.36	\$21.56	\$22.83	\$24.62	\$25.83	\$26.36
	Dispatch w/Bachelor Degree	\$19.41	\$19.97	\$20.55	\$21.75	\$23.02	\$24.81	\$26.02	\$26.55
Grade	Communication Supervisor	Entry	1	2	4	8	12	16	20
PS3	Communication Supervisor	\$23.32	\$24.02	\$24.74	\$25.48	\$26.25	\$27.03	\$27.84	\$28.83
	Comm Spvs w/Associates Degree	\$23.73	\$24.43	\$25.15	\$25.89	\$26.66	\$27.44	\$28.25	\$29.24
	Comm Spvs w/Bachelor Degree	\$23.93	\$24.63	\$25.35	\$26.09	\$26.86	\$27.64	\$28.45	\$29.44
Grade	Patrol Officer	Entry	1	2	4	8	12	16	20
PS4	Patrol Officer	\$26.01	\$26.79	\$27.59	\$28.42	\$29.27	\$30.15	\$31.05	\$31.72
	Patrol Officer w/Associates Degree	\$26.42	\$27.20	\$28.00	\$28.83	\$29.68	\$30.56	\$31.46	\$32.13
	Patrol Officer w/Bachelor Degree	\$26.61	\$27.39	\$28.19	\$29.02	\$29.87	\$30.75	\$31.65	\$32.32
Grade	SRO/Detective	Entry	1	2	4	8	12	16	20
PS5	SRO/Detective	\$28.65	\$29.51	\$30.40	\$31.31	\$32.09	\$32.90	\$33.72	\$34.39
	SRO/DET w/Associates Degree	\$29.06	\$29.92	\$30.81	\$31.72	\$32.50	\$33.31	\$34.13	\$34.80
	SRO/DET w/Bachelor Degree	\$29.25	\$30.11	\$31.00	\$31.91	\$32.69	\$33.50	\$34.32	\$34.99

WAGE SCHEDULES
SCHEDULE A
Effective July 1, 2024

Grade	Dispatcher	Entry	1	2	4	8	12	16	20
PS2	Dispatcher	\$19.37	\$19.95	\$20.55	\$21.78	\$23.09	\$24.94	\$26.19	\$26.73
	Dispatch w/Associates Degree	\$19.78	\$20.36	\$20.96	\$22.19	\$23.50	\$25.35	\$26.60	\$27.14
	Dispatch w/Bachelor Degree	\$19.97	\$20.55	\$21.15	\$22.38	\$23.69	\$25.54	\$26.79	\$27.33
Grade	Communication Supervisor	Entry	1	2	4	8	12	16	20
PS3	Communication Supervisor	\$24.02	\$24.74	\$25.48	\$26.25	\$27.03	\$27.84	\$28.68	\$29.69
	Comm Spvs w/Associates Degree	\$24.43	\$25.15	\$25.89	\$26.66	\$27.44	\$28.25	\$29.09	\$30.10
	Comm Spvs w/Bachelor Degree	\$24.63	\$25.35	\$26.09	\$26.86	\$27.64	\$28.45	\$29.29	\$30.30
Grade	Patrol Officer	Entry	1	2	4	8	12	16	20
PS4	Patrol Officer	\$26.79	\$27.59	\$28.42	\$29.27	\$30.15	\$31.05	\$31.99	\$32.67
	Patrol Officer w/Associates Degree	\$27.20	\$28.00	\$28.83	\$29.68	\$30.56	\$31.46	\$32.40	\$33.08
	Patrol Officer w/Bachelor Degree	\$27.39	\$28.19	\$29.02	\$29.87	\$30.75	\$31.65	\$32.59	\$33.27
Grade	SRO/Detective	Entry	1	2	4	8	12	16	20
PS5	SRO/Detective	\$29.51	\$30.40	\$31.31	\$32.25	\$33.06	\$33.88	\$34.73	\$35.43
	SRO/DET w/Associates Degree	\$29.92	\$30.81	\$31.72	\$32.66	\$33.47	\$34.29	\$35.14	\$35.84
	SRO/DET w/Bachelor Degree	\$30.11	\$31.00	\$31.91	\$32.85	\$33.66	\$34.48	\$35.33	\$36.03

