

**COLLECTIVE BARGAINING AGREEMENT
NEWBERG-DUNDEE PUBLIC SAFETY ASSOCIATION**

JULY 1, 2015

ARTICLE 11.1 WAGE SCHEDULE

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
RECORDS/EVIDENCE TECH	\$17.83 per hour					
Monthly	\$3090	\$3244	\$3407	\$3577	\$3756	\$3944

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
COMMUNICATIONS (CO1)	\$18.84 per hour					
Monthly	\$3266	\$3429	\$3601	\$3781	\$3970	\$4168

*COMMUNICATIONS (CO2)	\$19.78 per hour					
Monthly	\$3429	\$3601	\$3781	\$3970	\$4168	\$4377

**COMMUNICATIONS (CO3)	\$20.77 per hour					
Monthly	\$3601	\$3781	\$3970	\$4168	\$4377	\$4596

	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>
POLICE OFFICER (PO1)	\$25.74 per hour					
Monthly	\$4461	\$4684	\$4919	\$5165	\$5423	\$5694

*POLICE OFFICER (PO2)	\$27.03 per hour					
Monthly	\$4684	\$4919	\$5165	\$5423	\$5694	\$5979

**POLICE OFFICER (PO3)	\$28.38 per hour					
Monthly	\$4919	\$5165	\$5423	\$5694	\$5979	\$6278

*Intermediate Certification - 5% increase on Base wage.

**Advanced Certification - 5% increase on Intermediate wage.

5% Premium Pay on current wage - Detective, Dog Handler, Motorcycle, Bi-Lingual.

5% Assignment Pay on current wage, when engaged –Field Training Officer, Primary CAD Maintenance.

Longevity Pay: start of 11th year - \$40/mo.; start of 16th year - \$60/mo.; start of 21st year - \$100/mo.

All steps are based on 173.33 hours/month; Employees are non-exempt; City pays 6% PERS "pick-up".