

2-YEAR PROPOSALS FOR THE PBA

Cost of pattern - 1st 2 years	
wage increases	3.00%
ATG	<u>0.00%</u>
	3.00%
savings	<u>0.00%</u>
	3.00%

City Illustration for PBA #1

2 year agreement 8/1/02 - 7/31/04

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 7/31/04 4.00%

7.12%

Funding for 7/31/04 general wage increase effective 4/1/05:

New schedule for all 253 8:15's* -2.72%

New 6-month academy rate of \$23,000

after 6 months = \$25,330

after 1 year = \$30,000

-1.75%

-4.47%

Charge for advancing 4.12% for 8 months
(from 4/1/05 to 7/31/04)

0.35%

Net of savings/funding movement charge

-4.12%

Going out cost of package

3.00%

*This costing assumes that all Police Officers work 8:35's. Those Officers that do not work 8:35's would be required to work 10 additional tours and their tour length would be adjusted so that the number of hours per year do not exceed 2088.

City Illustration for PBA #2

2 year agreement 8/1/02 - 7/31/04

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 7/31/04 5.00%

8.15%

Funding for 7/31/04 general wage increase effective 4/1/05:

10 additional tours for all (253 8:35's) -3.49%

new 6-month academy rate of \$23,000

after 6 months = \$25,630

after 1 year = \$30,000

-1.74%

Eliminate PLD for all

-0.36%

-5.59%

Charge for advancing 5.15% for 8 months
(from 4/1/05 to 7/31/04)

0.44%

Net of savings/funding movement charge

-5.15%

Going out cost of package

3.00%

City Illustration for PBA #3

2 year agreement 8/1/02 - 7/31/04

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03

3.00%

General wage increase effective 7/31/04

4.05%

7.17%

Funding for 7/31/04 general wage increase effective 4/1/05:

10 additional tours for new hires (253 8:35's)

NSD eligible hours 8pm - 6am for all

-1.20%

-3.32%

-4.52%

Charge for advancing 4.17% for 8 months
(from 4/1/05 to 7/31/04)

0.35%

Net of savings/funding movement charge

-4.17%

Going out cost of package

3.00%

City Illustration for PBA #4

2 year agreement 8/1/02 - 7/31/04

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 7/31/04 4.00%

7.12%

Funding for 7/31/04 general wage increase effective 4/1/05:

10 additional tours for new hires (253 8:35's)

eliminate PLD for all

No annuity for new hires until 1st Grade -1.20%

New academy step = \$23,000 -0.36%

after 6 months = \$25,000 -0.12%

after 1 year = \$28,250

after 2 years = \$35,240

9 paid holidays for new hires (2 fewer)

3 fewer A/L days for new hires until 1st Grade -2.34%

-0.17%

-0.28%

Charge for advancing 4.12% for 8 months -4.47%

(from 4/1/05 to 7/31/04)

Net of savings/funding movement charge 0.35%

Going out cost of package -4.12%

3.00%

City Illustration for PBA #5

2 year agreement 8/1/02 - 7/31/04

\$1,000 lump sum payment upon ratification

General wage increase effective 8/1/03 3.00%

General wage increase effective 7/31/04 6.40%

9.59%

Funding for 7/31/04 general wage increase effective 4/1/05:

10 additional tours for all (253 8:35's)

NSD eligible hours 8pm - 6am for all

New academy step = \$28,825

-3.49%

-3.32%

-0.34%

-7.15%

Charge for advancing 6.59% for 8 months
(from 4/1/05 to 7/31/04)

Net of savings/funding movement charge 0.56%

Going out cost of package -6.59%

3.00%