

**ARTICLE 30
WAGES**

A. 2005-06 SALARY INCREASES

1. Range Structure Adjustment

Effective October 1, 2005, each campus shall increase the salary ranges of the Police Officer classification by a minimum of two percent subject to the conditional reopener set forth in Section A.3, below.

2. Individual Salary Increases

Prospective Increase: Subject to the conditions set forth in paragraph A.3., effective October 1, 2005, each officer shall receive a minimum 2% prospective increase to his/her regular base salary, as a result of the range increase identified in §A.1 of this Article.

3. Conditional Reopener

If the University does not receive at least 2% for general salary increases in the final State Budget for FY 05-06, the University shall have the right to reopen the Wage Article for purposes of negotiating over range adjustments, if any, for FY 05-06. In that event, any range adjustments shall be subject to negotiations.

If, the University opts not to reopen, the range adjustments shall be governed by paragraph A, 1. above.

B. 2006-07 SALARY INCREASES

1. Range Structure Adjustment

Effective October 1, 2006, the University shall increase the salary ranges of the Police Officer classification by a minimum of two percent subject to the conditional reopener set forth in Section B.3, below.

2. Individual Salary Increases

Prospective Increase: Subject to the conditions set forth in paragraph B.3, effective October 1, 2006, each officer shall receive a minimum 2% prospective increase to his/her regular base salary, as a result of the range increase identified in paragraph B.1. of this Article.

3. If the University does not receive at least 2% for general salary increases in the final State Budget for FY 06-07, the University shall have the right to reopen the Wage Article for purposes of negotiating over range adjustments, if any, for FY 06-07. In that event, any range adjustment shall be subject to negotiations.

4. In the event, the University opts not to reopen, the range adjustments shall be governed by paragraph B, 1. above.

C. The parties recognize that the actual salary range adjustment or rate adjustment will vary slightly due to rounding.

D. PERFORMANCE-BASED STEP INCREASES

1. Non-Probationary Officers

This section shall apply only to those officers who are employed in the unit as of the ratification of this agreement. For each year this contract is in effect, individual non-probationary officers who are at least one step below the maximum of their salary range shall receive a minimum one step increase contingent upon a determination of satisfactory or better performance. Non-probationary officers who are one-half step below the maximum of their salary range shall receive a one-half step increase contingent upon a determination of satisfactory or better performance. Such increases shall be effective October 1st.

2. Probationary Officers and Future Hires

This section shall apply to individual officers who were still probationary as of October 1, 2004 and those hired thereafter. For each year this contract is in effect, such individual officers shall receive a minimum one step increase upon satisfactory completion of their probationary period. Thereafter, for each year this contract is in effect, such officers shall receive a minimum one step increase on the anniversary of the completion of his/her probationary period contingent upon a determination of satisfactory or better performance.

E. SPECIALTY PAY

1. The Chief of Police shall have the sole discretion to determine who shall be assigned as Specialists and the duration of specialty assignments.

2. Specialty assignments include:

- a. Assistant Watch commander or corporal, assistant team leader, officer-in-charge or the equivalent;
- b. Investigator/Detective;
- c. Field Training Officer;
- d. Police Service Dog Handler;
- e. Explosive Ordinance Disposal Officer;
- f. Crime Prevention Officer;

- g. Motorcycle Officer; and
 - h. Other specialty assignments designated as Specialist by the Chief.
3. An Officer assigned as Specialist, with the exception of Field Training Officer, for 50% or more of the full-time working hours in a 30 calendar day period shall receive additional compensation in the amount of \$175 for that month. An Officer assigned as Field Training Officer for 50% or more of the full-time working hours in a 30 calendar day period shall receive additional compensation in the amount of \$250 for that month.
 4. The University may increase, during the term of this Agreement, the amount of compensation specified in E.3 for specialty assignments systemwide.
 5. An Officer assigned to more than one specialty assignment shall be compensated for only one assignment.

F. PEACE OFFICER STANDARDS AND TRAINING (POST) CERTIFICATION PAY

1. An Officer who currently possesses a POST Intermediate Certificate shall receive additional compensation in the amount of \$175 per month.
2. An Officer who currently possesses a POST Advanced Certificate shall receive additional compensation in the amount of \$275 per month.
3. An Officer who has received Intermediate and Advanced POST Certification shall be compensated for only Advanced POST Certification Pay.

G. SALARY RANGE REALIGNMENT AND STEP INCREASES

1. At any time during the life of this Agreement, the University may adjust the salary range structure(s) at any campus or to provide step increases in order to address local market conditions or internal equity concerns. Range realignments include adding step(s) to the top of any or all salary range(s), or dropping step(s) from the bottom of any or all salary range(s). At least thirty (30) calendar days prior to implementing such a salary range realignment or equity step increase, the Office of the President shall inform FUPOA in writing of the proposed change(s). Upon receipt of a timely written request from FUPOA, the University shall meet and discuss the proposed increase.
2. If the University proposes to realign a salary range in a manner that would result in a decrease in the salary range minimum or maximum, FUPOA may demand to meet and confer with the University before such proposed action is implemented.
3. In the event the University eliminates the bottom step(s) from a salary

range, any officer whose resultant pay is lower than the new salary range minimum shall have her/his salary increased to the new minimum, effective the same date on which the new range minimum is effective.

- H.** The wage provisions described in this Article shall not be subject to Article 6 – Grievance Procedure in Article 7 – Arbitration Procedure of this Agreement.