

**POLICE OFFICER SALARY SCHEDULE  
MONTHLY/ HOURLY  
2014-2015  
0.85% COLA**

<u>CLASSIFICATION</u>		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Range I Campus Security Officer	Monthly	3,134	3,291	3,456	3,630	3,810	4,001
	Hourly	18.654	19.589	20.571	21.607	22.678	23.815
Range II Police Officer Police Officer - (Weekends/Holidays)	Monthly	4,484	4,713	4,945	5,193	5,452	5,727
	Hourly	26.690	28.053	29.434	30.910	32.452	34.089
Range IV Police Sergeant	Monthly	4,949	5,195	5,455	5,731	6,020	6,318
	Hourly	29.458	30.922	32.470	34.113	35.833	37.607

**POLICE OFFICER SALARY SCHEDULE  
ANNUAL  
2014-2015  
0.85% COLA**

<u>CLASSIFICATION</u>		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Range I Campus Security Officer	Annual	37,608	39,492	41,472	43,560	45,720	48,012
Range II Police Officer Police Officer - (Weekends/Holidays)	Annual	53,808	56,556	59,340	62,316	65,424	68,724
Range IV Police Sergeant	Annual	59,388	62,340	65,460	68,772	72,240	75,816



**POLICE OFFICER SALARY SCHEDULE**  
**DAILY**  
**2014-2015**  
**0.85% COLA**

<u>CLASSIFICATION</u>		<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
Range I Campus Security Officer	Daily	149.238	156.714	164.571	172.857	181.428	190.523
Range II Police Officer Police Officer - (Weekends/Holidays)	Daily	213.523	224.428	235.476	247.285	259.619	272.714
Range IV Police Sergeant	Daily	235.666	247.380	259.761	272.904	286.666	300.857



5.6 Shift Differential-Compensation:

5.6.1 Any employee in the bargaining unit who is assigned a traditional 8-hour work shift commences between 11 a.m. and 9 p.m. inclusive shall be paid a shift differential premium of five (5) percent above the regular rate of pay for all hours worked.

Any employee in the bargaining unit who is assigned a traditional 8-hour work shift commences between 9 p.m. and 4 a.m. inclusive shall be paid a shift differential premium of seven and one-half (7.5) percent above the regular rate of pay for all hours worked.

Any employee in the bargaining unit who is assigned to a shift in a "3/12" work schedule pursuant to Section 5.1.2 that encompasses working at 12:00 a.m. shall be paid a shift differential premium of seven and one-half (7.5) percent above the regular rate of pay for all hours worked.

5.6.2 An employee who receives a shift differential premium on the basis of his/her shift shall suffer no reduction in pay, including differential, when assigned temporarily to a day shift.

6.9 Longevity: The District agrees to additionally compensate long service employees as specified below:

- 2% increase in salary after 5 years of service
- 3% increase in salary after 6 years of service
- 4% increase in salary after 7 years of service
- 5% increase in salary after 8 years of service
- 6% increase in salary after 9 years of service
- 7% increase in salary after 10 years of service
- 8% increase in salary after 11 years of service
- 9% increase in salary after 12 years of service
- 10% increase in salary after 13 years of service
- 11% increase in salary after 14 years of service
- 12% increase in salary after 15 years of service
- 13% increase in salary after 16 years of service
- 14% increase in salary after 17 years of service
- 15% increase in salary after 18 years of service
- 16% increase in salary after 19 years of service
- 17% increase in salary after 20 years of service
- 18% increase in salary after 21 years of service
- 19% increase in salary after 22 years of service
- 20% increase in salary after 23 years of service
- 21% increase in salary after 24 years of service
- 22% increase in salary after 25 years of service

6.9.1 The provisions of Article 6.9 will be discontinued for all bargaining unit members hired after October 1, 1998.

6.14 Bilingual Pay:

Police Officers may become certified by the District in a foreign language in which they can demonstrate fluency by taking and passing a test administered by the Human Resources Department (or designee) for the purpose of being able to use those foreign language skills in the line of duty with a person unable to speak English who is involved in a particular incident within the District. Once certified, such Police Officer will be entitled to a premium pay rate (one and one-half the regular rate of pay) for the time in which the Officer: (a) is required in the line of duty to use those bilingual skills for the benefit of public safety; and (b) has obtained supervisory approval, except when no supervisor is available after an attempt has been made. In the instance where a supervisor is not available, the Officer must perform the bilingual service(s) believed to be required (as defined in sub-part (a) above) and then report the incident to a supervisor during the next shift at which a supervisor is on duty or sooner. Bilingual Pay is not in addition to the regular rate of pay, thus when Bilingual Pay is earned, no other pay is earned.

\*Based on 21 days/month

**SCHEDULE PA14**

Approved by the Board of Trustees: 06/17/2013  
Update effective: 7/1/2014