

APPENDIX A-1

WAGE PLAN

January 3, 2016 – December 31, 2016

Public Safety Officer (PSO)

Effective	Start	Step 1*	Step 2	Step 3	Step 4
01/03/2016 2.0%	\$39,417.51	\$41,348.36	\$43,447.96	\$45,678.45	\$47,913.27

* Movement between steps is based on one (1) year at the previous step and obtaining A satisfactory one (1) year evaluation at each step.

	PSO – Trainee	PSO – 1	PSO – 2
01/03/2016 2.0%	\$23,738.12	\$32,979.64	\$35,606.65

General Notes (Trainee)

- PSO-Trainee is a new hire employee with no certifications.
- PSO-1 is an employee with either fire or police certification completed.
- PSO-2 is an employee with both fire and police certifications completed, but who has not yet completed his field training.
- With approval of the Chief of Public Safety and the UNION, a trainee with over two (2) years' experience and only one certification may start at the PSO-2 pay level.

General Notes

- Movement between steps is based on one (1) year at the previous step and obtaining a satisfactory one (1) year evaluation at each step.
- Public Safety Officer –Trainees will not be used to displace any existing employees.
- The hourly wage rate will be determined by dividing the above annual base salaries by 2,184 hours.

APPENDIX A-1

WAGE PLAN

January 1, 2017 – September 30, 2017

Public Safety Officer (PSO)

Effective	Start	Step 1*	Step 2	Step 3	Step 4
01/01/2017 2.0%	\$40,205.86	\$42,175.33	\$44,316.92	\$46,592.02	\$48,871.54

* Movement between steps is based on one (1) year at the previous step and obtaining A satisfactory one (1) year evaluation at each step.

	PSO – Trainee	PSO – 1	PSO – 2
01/01/2017 2.0%	\$24,212.88	\$33,639.23	\$36,318.78

General Notes (Trainee)

- PSO-Trainee is a new hire employee with no certifications.
- PSO-1 is an employee with either fire or police certification completed.
- PSO-2 is an employee with both fire and police certifications completed, but who has not yet completed his field training.
- With approval of the Chief of Public Safety and the UNION, a trainee with over two (2) years' experience and only one certification may start at the PSO-2 pay level.

General Notes

- Movement between steps is based on one (1) year at the previous step and obtaining a satisfactory one (1) year evaluation at each step.
- Public Safety Officer –Trainees will not be used to displace any existing employees.
- The hourly wage rate will be determined by dividing the above annual base salaries by 2,184 hours.

APPENDIX A-2

PSO TRAINEES

- A. The Public Safety Officer Trainee will not be used to displace any Bargaining Unit employees. A PSO Trainee is an individual who at the time of selection by the City for training to become a PSO has neither police nor fire certification in the State of Michigan.
- B. The Trainee's date of hire will serve only as CITY seniority. The actual Bargaining Unit seniority date for the employee will be the date sworn as a PSO-1.
- C. PSO Trainees will only receive health insurance benefits.
- D. While attending the required police and fire academy, the Trainee will work up to a fifty (50) hour work schedule, not inclusive of travel time for attending police/fire academy training.
- E. The CITY will provide a vehicle for travel to and from the academy, or pay mileage per CITY policy. There will be no payment for travel time.
- F. If an employee chooses to resign their position within 30 months from their date of hire, that employee shall reimburse the CITY for all training costs directly related to the academy tuition expended by the CITY according to the schedule contained in Article XV, Section 2. E. Said employee shall sign an authorization form for recovery of all such costs.
- G. Eligibility for longevity benefits shall be in compliance with Article XII. Section 1 and based on the date of hire and having completed a minimum of five (5) years of continuous service with the CITY, commencing on the date of hire.