

**BROCKTON POLICE ASSOCIATION
GROUP CODE 1013**

July 1, 2019

2%

	SALARY	WEEKLY	HOURLY
JOB CLASS = 1102			
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	44,128	848.62	22.63
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	46,450	893.27	23.82
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	50,663	974.29	25.98
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	54,874	1,055.27	28.14
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	59,084	1,136.23	30.30
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	62,237	1,196.87	31.92
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	66,904	1,286.62	34.31
POLICE OFFICER - 27 YEARS OF SERVICE	63,482	1,220.81	32.55
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	68,242	1,312.35	35.00
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	66,656	1,281.85	34.18
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	71,655	1,377.98	36.75
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	69,829	1,342.87	35.81
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	75,068	1,443.62	38.50
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	69,829	1,342.87	35.81

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July 1, 2020

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	SALARY	WEEKLY	HOURLY
JOB CLASS = 1102			
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	45,011	865.60	23.08
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	47,379	911.13	24.30
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	51,676	993.77	26.50
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	55,971	1,076.37	28.70
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	60,266	1,158.96	30.91
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	63,482	1,220.81	32.55
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	68,242	1,312.35	35.00
POLICE OFFICER - 27 YEARS OF SERVICE	64,752	1,245.23	33.21
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	69,607	1,338.60	35.70
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	67,989	1,307.48	34.87
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	73,088	1,405.54	37.48
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	71,226	1,369.73	36.53
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	76,569	1,472.48	39.27
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	71,226	1,369.73	36.53

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July 1, 2021

**2%
30% ED INCENTIVE
WEEKLY HOURLY**

JOB CLASS = 1102

	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	59,684	1,147.78	30.61
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	62,824	1,208.16	32.22
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	68,522	1,317.74	35.14
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	74,218	1,427.27	38.06
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	79,913	1,536.78	40.98
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	84,177	1,618.79	43.17
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	90,489	1,740.17	46.40
POLICE OFFICER - 27 YEARS OF SERVICE	85,861	1,651.18	44.03
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	92,299	1,774.98	47.33
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	90,154	1,733.72	46.23
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	96,915	1,863.75	49.70
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	94,445	1,816.26	48.43
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	101,531	1,952.52	52.07
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	94,445	1,816.26	48.43

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**2%
20% ED INCENTIVE
WEEKLY HOURLY**

JOB CLASS = 1102

	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	55,093	1,059.49	28.25
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	57,992	1,115.22	29.74
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	63,251	1,216.37	32.44
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	68,509	1,317.48	35.13
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	73,766	1,418.57	37.83
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	77,702	1,494.27	39.85
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	83,528	1,606.31	42.83
POLICE OFFICER - 27 YEARS OF SERVICE	79,256	1,524.16	40.64
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	85,199	1,638.44	43.69
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	83,219	1,600.36	42.68
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	89,460	1,720.38	45.88
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	87,180	1,676.55	44.71
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	93,721	1,802.32	48.06
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	87,180	1,676.55	44.71

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July 1, 2021

**2%
15% ED INCENTIVE
WEEKLY HOURLY**

JOB CLASS = 1102

	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	52,798	1,015.34	27.08
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	55,575	1,068.76	28.50
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	60,616	1,165.69	31.09
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	65,654	1,262.59	33.67
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	70,692	1,359.46	36.25
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	74,464	1,432.01	38.19
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	80,048	1,539.38	41.05
POLICE OFFICER - 27 YEARS OF SERVICE	75,954	1,460.66	38.95
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	81,649	1,570.17	41.87
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	79,751	1,533.68	40.90
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	85,732	1,648.70	43.97
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	83,548	1,606.69	42.85
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	89,816	1,727.23	46.06
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	83,548	1,606.69	42.85

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July 1, 2021

**2%
10% ED INCENTIVE
WEEKLY HOURLY**

JOB CLASS = 1102

	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	50,502	971.20	25.90
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	53,159	1,022.29	27.26
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	57,980	1,115.01	29.73
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	62,800	1,207.69	32.21
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	67,618	1,300.35	34.68
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	71,227	1,369.75	36.53
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	76,567	1,472.45	39.27
POLICE OFFICER - 27 YEARS OF SERVICE	72,652	1,397.15	37.26
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	78,099	1,501.90	40.05
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	76,284	1,467.00	39.12
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	82,005	1,577.02	42.05
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	79,915	1,536.83	40.98
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	85,911	1,652.13	44.06
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	79,915	1,536.83	40.98

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July 1, 2021

**2%
6% ED INCENTIVE
WEEKLY HOURLY**

JOB CLASS = 1102

	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	48,666	935.88	24.96
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	51,226	985.11	26.27
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	55,872	1,074.46	28.65
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	60,516	1,163.78	31.03
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	65,160	1,253.07	33.42
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	68,637	1,319.94	35.20
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	73,783	1,418.91	37.84
POLICE OFFICER - 27 YEARS OF SERVICE	70,010	1,346.34	35.90
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	75,259	1,447.29	38.59
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	73,510	1,413.65	37.70
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	79,023	1,519.67	40.52
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	77,009	1,480.95	39.49
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	82,787	1,592.05	42.45
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	77,009	1,480.95	39.49

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3% ED INCENTIVE
WEEKLY HOURLY**

JOB CLASS = 1102

	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	47,288	909.39	24.25
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	49,776	957.23	25.53
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	54,291	1,044.05	27.84
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	58,804	1,130.84	30.16
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	63,315	1,217.60	32.47
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	66,694	1,282.58	34.20
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	71,695	1,378.75	36.77
POLICE OFFICER - 27 YEARS OF SERVICE	68,028	1,308.24	34.89
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	73,129	1,406.33	37.50
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	71,429	1,373.64	36.63
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	76,786	1,476.66	39.38
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	74,830	1,439.03	38.37
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	80,444	1,546.99	41.25
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	74,830	1,439.03	38.37

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ED INCENTIVE
WEEKLY HOURLY**

JOB CLASS = 1102

	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT	45,911	882.90	23.54
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY	48,327	929.37	24.78
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY	52,710	1,013.65	27.03
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY	57,090	1,097.88	29.28
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY	61,471	1,182.13	31.52
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY	64,752	1,245.23	33.21
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)	69,607	1,338.60	35.70
POLICE OFFICER - 27 YEARS OF SERVICE	66,047	1,270.13	33.87
POLICE OFFICER - 27 YEARS OF SERVICE *DAY SHIFT ONLY	70,999	1,365.37	36.41
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 28 YEARS BUT LESS THAN 29 YEARS	69,349	1,333.63	35.56
POLICE OFFICER COMPLETED 29 YEARS BUT LESS THAN 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)	74,550	1,433.65	38.23
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 29 YEARS	72,650	1,397.12	37.26
POLICE OFFICER COMPLETED 29 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)	78,100	1,501.92	40.05
*POLICE OFFICER - LAST THREE YEARS OF EMPLOYMENT PER CONTRACT FOR THOSE WHO OPTED INTO PROGRAM PRIOR TO THE EXPIRATION OF 2004-2007 COLLECTIVE BARGAINING AGREEMENT	72,651	1,397.13	37.26