

BROCKTON POLICE ASSOCIATION

GROUP CODE 1013

JOB CLASS = 1102

	Start 7/1/2022	End 6/31/2023	Increase 2%	Step 6 Increase \$0.25	0% ED INCENTIVE			3% ED INCENTIVE			6% ED INCENTIVE			10% ED INCENTIVE			15% ED INCENTIVE			20% ED INCENTIVE			30% ED INCENTIVE		
					SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT					\$ 46,829.26	\$ 900.56	\$ 24.02	\$ 48,234.14	\$ 927.58	\$ 24.74	\$ 49,639.02	\$ 954.60	\$ 25.46	\$ 51,512.19	\$ 990.62	\$ 26.42	\$ 53,853.65	\$ 1,035.65	\$ 27.62	\$ 56,195.12	\$ 1,080.68	\$ 28.82	\$ 60,878.04	\$ 1,170.73	\$ 31.22
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY					\$ 49,293.54	\$ 947.95	\$ 25.28	\$ 50,772.35	\$ 976.39	\$ 26.04	\$ 52,251.15	\$ 1,004.83	\$ 26.80	\$ 54,222.89	\$ 1,042.75	\$ 27.81	\$ 56,687.57	\$ 1,090.15	\$ 29.07	\$ 59,152.25	\$ 1,137.54	\$ 30.33	\$ 64,081.60	\$ 1,232.34	\$ 32.86
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY					\$ 53,763.71	\$ 1,033.92	\$ 27.57	\$ 55,376.62	\$ 1,064.94	\$ 28.40	\$ 56,989.53	\$ 1,095.95	\$ 29.23	\$ 59,140.08	\$ 1,137.31	\$ 30.33	\$ 61,828.27	\$ 1,189.01	\$ 31.71	\$ 64,516.45	\$ 1,240.70	\$ 33.09	\$ 69,892.82	\$ 1,344.09	\$ 35.84
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY					\$ 58,231.80	\$ 1,119.84	\$ 29.86	\$ 59,978.75	\$ 1,153.44	\$ 30.76	\$ 61,725.71	\$ 1,187.03	\$ 31.65	\$ 64,054.98	\$ 1,231.83	\$ 32.85	\$ 66,966.57	\$ 1,287.82	\$ 34.34	\$ 69,878.16	\$ 1,343.81	\$ 35.83	\$ 75,701.34	\$ 1,455.80	\$ 38.82
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY					\$ 62,700.75	\$ 1,205.78	\$ 32.15	\$ 64,581.77	\$ 1,241.96	\$ 33.12	\$ 66,462.79	\$ 1,278.13	\$ 34.08	\$ 68,970.82	\$ 1,326.36	\$ 35.37	\$ 72,105.86	\$ 1,386.65	\$ 36.98	\$ 75,240.90	\$ 1,446.94	\$ 38.59	\$ 81,510.97	\$ 1,567.52	\$ 41.80
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY					\$ 66,534.26	\$ 1,279.51	\$ 34.12	\$ 68,530.29	\$ 1,317.89	\$ 35.14	\$ 70,526.32	\$ 1,356.28	\$ 36.17	\$ 73,187.69	\$ 1,407.46	\$ 37.53	\$ 76,514.40	\$ 1,471.43	\$ 39.24	\$ 79,841.12	\$ 1,535.41	\$ 40.94	\$ 86,494.54	\$ 1,663.36	\$ 44.36
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)					\$ 71,524.33	\$ 1,375.47	\$ 36.68	\$ 73,670.06	\$ 1,416.73	\$ 37.78	\$ 75,815.79	\$ 1,458.00	\$ 38.88	\$ 78,676.77	\$ 1,513.01	\$ 40.35	\$ 82,252.98	\$ 1,581.79	\$ 42.18	\$ 85,829.20	\$ 1,650.56	\$ 44.01	\$ 92,981.63	\$ 1,788.11	\$ 47.68
POLICE OFFICER - 25 YEARS OF SERVICE					\$ 67,864.95	\$ 1,305.10	\$ 34.80	\$ 69,900.90	\$ 1,344.25	\$ 35.85	\$ 71,936.85	\$ 1,383.40	\$ 36.89	\$ 74,651.44	\$ 1,435.60	\$ 38.28	\$ 78,044.69	\$ 1,500.86	\$ 40.02	\$ 81,437.94	\$ 1,566.11	\$ 41.76	\$ 88,224.43	\$ 1,696.62	\$ 45.24
POLICE OFFICER - 25 YEARS OF SERVICE *DAY SHIFT ONLY					\$ 72,954.82	\$ 1,402.98	\$ 37.41	\$ 75,143.46	\$ 1,445.07	\$ 38.54	\$ 77,332.11	\$ 1,487.16	\$ 39.66	\$ 80,250.30	\$ 1,543.28	\$ 41.15	\$ 83,898.04	\$ 1,613.42	\$ 43.02	\$ 87,545.78	\$ 1,683.57	\$ 44.90	\$ 94,841.27	\$ 1,823.87	\$ 48.64
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 26 YEARS BUT LESS THAN 27 YEARS					\$ 71,258.20	\$ 1,370.35	\$ 36.54	\$ 73,395.94	\$ 1,411.46	\$ 37.64	\$ 75,533.69	\$ 1,452.57	\$ 38.74	\$ 78,384.02	\$ 1,507.38	\$ 40.20	\$ 81,946.93	\$ 1,575.90	\$ 42.02	\$ 85,509.83	\$ 1,644.42	\$ 43.85	\$ 92,635.65	\$ 1,781.45	\$ 47.51
POLICE OFFICER COMPLETED 26 YEARS BUT LESS THAN 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)					\$ 76,602.56	\$ 1,473.13	\$ 39.28	\$ 78,900.64	\$ 1,517.32	\$ 40.46	\$ 81,198.71	\$ 1,561.51	\$ 41.64	\$ 84,262.82	\$ 1,620.44	\$ 43.21	\$ 88,092.94	\$ 1,694.10	\$ 45.18	\$ 91,923.07	\$ 1,767.75	\$ 47.14	\$ 99,583.33	\$ 1,915.06	\$ 51.07
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 27 YEARS					\$ 74,651.44	\$ 1,435.60	\$ 38.28	\$ 76,890.99	\$ 1,478.67	\$ 39.43	\$ 79,130.53	\$ 1,521.74	\$ 40.58	\$ 82,116.59	\$ 1,579.17	\$ 42.11	\$ 85,849.16	\$ 1,650.95	\$ 44.03	\$ 89,581.73	\$ 1,722.73	\$ 45.94	\$ 97,046.88	\$ 1,866.29	\$ 49.77
POLICE OFFICER COMPLETED 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)					\$ 80,250.30	\$ 1,543.28	\$ 41.15	\$ 82,657.81	\$ 1,589.57	\$ 42.39	\$ 85,065.32	\$ 1,635.87	\$ 43.62	\$ 88,275.33	\$ 1,697.60	\$ 45.27	\$ 92,287.85	\$ 1,774.77	\$ 47.33	\$ 96,300.36	\$ 1,851.93	\$ 49.38	\$ 104,325.39	\$ 2,006.26	\$ 53.50
*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					\$ 74,651.44	\$ 1,435.60	\$ 38.28	\$ 76,890.99	\$ 1,478.67	\$ 39.43	\$ 79,130.53	\$ 1,521.74	\$ 40.58	\$ 82,116.59	\$ 1,579.17	\$ 42.11	\$ 85,849.16	\$ 1,650.95	\$ 44.03	\$ 89,581.73	\$ 1,722.73	\$ 45.94	\$ 97,046.88	\$ 1,866.29	\$ 49.77

BROCKTON POLICE ASSOCIATION

GROUP CODE 1013

JOB CLASS = 1102

	Start	End	Increase	0% ED INCENTIVE			3% ED INCENTIVE			6% ED INCENTIVE			10% ED INCENTIVE			15% ED INCENTIVE			20% ED INCENTIVE			30% ED INCENTIVE		
	7/1/2023	12/31/2023	2%	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT				\$ 47,765.85	\$ 918.57	\$ 24.50	\$ 49,198.82	\$ 946.13	\$ 25.23	\$ 50,631.80	\$ 973.69	\$ 25.97	\$ 52,542.43	\$ 1,010.43	\$ 26.94	\$ 54,930.72	\$ 1,056.36	\$ 28.17	\$ 57,319.02	\$ 1,102.29	\$ 29.39	\$ 62,095.60	\$ 1,194.15	\$ 31.84
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY				\$ 50,279.41	\$ 966.91	\$ 25.78	\$ 51,787.79	\$ 995.92	\$ 26.56	\$ 53,296.18	\$ 1,024.93	\$ 27.33	\$ 55,307.35	\$ 1,063.60	\$ 28.36	\$ 57,821.32	\$ 1,111.95	\$ 29.65	\$ 60,335.29	\$ 1,160.29	\$ 30.94	\$ 65,363.23	\$ 1,256.99	\$ 33.52
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY				\$ 54,838.98	\$ 1,054.60	\$ 28.12	\$ 56,484.15	\$ 1,086.23	\$ 28.97	\$ 58,129.32	\$ 1,117.87	\$ 29.81	\$ 60,322.88	\$ 1,160.06	\$ 30.93	\$ 63,064.83	\$ 1,212.79	\$ 32.34	\$ 65,806.78	\$ 1,265.52	\$ 33.75	\$ 71,290.68	\$ 1,370.97	\$ 36.56
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY				\$ 59,396.44	\$ 1,142.24	\$ 30.46	\$ 61,178.33	\$ 1,176.51	\$ 31.37	\$ 62,960.22	\$ 1,210.77	\$ 32.29	\$ 65,336.08	\$ 1,256.46	\$ 33.51	\$ 68,305.90	\$ 1,313.58	\$ 35.03	\$ 71,275.72	\$ 1,370.69	\$ 36.55	\$ 77,215.37	\$ 1,484.91	\$ 39.60
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY				\$ 63,954.76	\$ 1,229.90	\$ 32.80	\$ 65,873.40	\$ 1,266.80	\$ 33.78	\$ 67,792.05	\$ 1,303.69	\$ 34.77	\$ 70,350.24	\$ 1,352.89	\$ 36.08	\$ 73,547.98	\$ 1,414.38	\$ 37.72	\$ 76,745.71	\$ 1,475.88	\$ 39.36	\$ 83,141.19	\$ 1,598.87	\$ 42.64
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY				\$ 67,864.95	\$ 1,305.10	\$ 34.80	\$ 69,900.90	\$ 1,344.25	\$ 35.85	\$ 71,936.85	\$ 1,383.40	\$ 36.89	\$ 74,651.44	\$ 1,435.60	\$ 38.28	\$ 78,044.69	\$ 1,500.86	\$ 40.02	\$ 81,437.94	\$ 1,566.11	\$ 41.76	\$ 88,224.43	\$ 1,696.62	\$ 45.24
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)				\$ 72,954.82	\$ 1,402.98	\$ 37.41	\$ 75,143.46	\$ 1,445.07	\$ 38.54	\$ 77,332.11	\$ 1,487.16	\$ 39.66	\$ 80,250.30	\$ 1,543.28	\$ 41.15	\$ 83,898.04	\$ 1,613.42	\$ 43.02	\$ 87,545.78	\$ 1,683.57	\$ 44.90	\$ 94,841.27	\$ 1,823.87	\$ 48.64
POLICE OFFICER - 25 YEARS OF SERVICE				\$ 69,222.25	\$ 1,331.20	\$ 35.50	\$ 71,298.91	\$ 1,371.13	\$ 36.56	\$ 73,375.58	\$ 1,411.07	\$ 37.63	\$ 76,144.47	\$ 1,464.32	\$ 39.05	\$ 79,605.58	\$ 1,530.88	\$ 40.82	\$ 83,066.70	\$ 1,597.44	\$ 42.60	\$ 89,988.92	\$ 1,730.56	\$ 46.15
POLICE OFFICER - 25 YEARS OF SERVICE *DAY SHIFT ONLY				\$ 74,413.92	\$ 1,431.04	\$ 38.16	\$ 76,646.33	\$ 1,473.97	\$ 39.31	\$ 78,878.75	\$ 1,516.90	\$ 40.45	\$ 81,855.31	\$ 1,574.14	\$ 41.98	\$ 85,576.00	\$ 1,645.69	\$ 43.89	\$ 89,296.70	\$ 1,717.24	\$ 45.79	\$ 96,738.09	\$ 1,860.35	\$ 49.61
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 26 YEARS BUT LESS THAN 27 YEARS				\$ 72,683.36	\$ 1,397.76	\$ 37.27	\$ 74,863.86	\$ 1,439.69	\$ 38.39	\$ 77,044.36	\$ 1,481.62	\$ 39.51	\$ 79,951.70	\$ 1,537.53	\$ 41.00	\$ 83,585.86	\$ 1,607.42	\$ 42.86	\$ 87,220.03	\$ 1,677.31	\$ 44.73	\$ 94,488.37	\$ 1,817.08	\$ 48.46
POLICE OFFICER COMPLETED 26 YEARS BUT LESS THAN 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)				\$ 78,134.61	\$ 1,502.59	\$ 40.07	\$ 80,478.65	\$ 1,547.67	\$ 41.27	\$ 82,822.69	\$ 1,592.74	\$ 42.47	\$ 85,948.07	\$ 1,652.85	\$ 44.08	\$ 89,854.80	\$ 1,727.98	\$ 46.08	\$ 93,761.53	\$ 1,803.11	\$ 48.08	\$ 101,575.00	\$ 1,953.37	\$ 52.09
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 27 YEARS				\$ 76,144.47	\$ 1,464.32	\$ 39.05	\$ 78,428.81	\$ 1,508.25	\$ 40.22	\$ 80,713.14	\$ 1,552.18	\$ 41.39	\$ 83,758.92	\$ 1,610.75	\$ 42.95	\$ 87,566.14	\$ 1,683.96	\$ 44.91	\$ 91,373.37	\$ 1,757.18	\$ 46.86	\$ 98,987.81	\$ 1,903.61	\$ 50.76
POLICE OFFICER COMPLETED 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)				\$ 81,855.31	\$ 1,574.14	\$ 41.98	\$ 84,310.97	\$ 1,621.36	\$ 43.24	\$ 86,766.63	\$ 1,668.59	\$ 44.50	\$ 90,040.84	\$ 1,731.55	\$ 46.17	\$ 94,133.60	\$ 1,810.26	\$ 48.27	\$ 98,226.37	\$ 1,888.97	\$ 50.37	\$ 106,411.90	\$ 2,046.38	\$ 54.57
*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				\$ 76,144.47	\$ 1,464.32	\$ 39.05	\$ 78,428.81	\$ 1,508.25	\$ 40.22	\$ 80,713.14	\$ 1,552.18	\$ 41.39	\$ 83,758.92	\$ 1,610.75	\$ 42.95	\$ 87,566.14	\$ 1,683.96	\$ 44.91	\$ 91,373.37	\$ 1,757.18	\$ 46.86	\$ 98,987.81	\$ 1,903.61	\$ 50.76

BROCKTON POLICE ASSOCIATION

GROUP CODE 1013

JOB CLASS = 1102

	Start	End	Increase	0% ED INCENTIVE			3% ED INCENTIVE			6% ED INCENTIVE			10% ED INCENTIVE			15% ED INCENTIVE			20% ED INCENTIVE			30% ED INCENTIVE		
	1/1/2024	6/31/2024	1%	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT				\$ 48,243.51	\$ 927.76	\$ 24.74	\$ 49,690.81	\$ 955.59	\$ 25.48	\$ 51,138.12	\$ 983.43	\$ 26.22	\$ 53,067.86	\$ 1,020.54	\$ 27.21	\$ 55,480.03	\$ 1,066.92	\$ 28.45	\$ 57,892.21	\$ 1,113.31	\$ 29.69	\$ 62,716.56	\$ 1,206.09	\$ 32.16
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY				\$ 50,782.20	\$ 976.58	\$ 26.04	\$ 52,305.67	\$ 1,005.88	\$ 26.82	\$ 53,829.14	\$ 1,035.18	\$ 27.60	\$ 55,860.43	\$ 1,074.24	\$ 28.65	\$ 58,399.54	\$ 1,123.07	\$ 29.95	\$ 60,938.65	\$ 1,171.90	\$ 31.25	\$ 66,016.87	\$ 1,269.56	\$ 33.85
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY				\$ 55,387.37	\$ 1,065.14	\$ 28.40	\$ 57,049.00	\$ 1,097.10	\$ 29.26	\$ 58,710.62	\$ 1,129.05	\$ 30.11	\$ 60,926.11	\$ 1,171.66	\$ 31.24	\$ 63,695.48	\$ 1,224.91	\$ 32.66	\$ 66,464.85	\$ 1,278.17	\$ 34.08	\$ 72,003.59	\$ 1,384.68	\$ 36.92
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY				\$ 59,990.40	\$ 1,153.66	\$ 30.76	\$ 61,790.11	\$ 1,188.27	\$ 31.69	\$ 63,589.82	\$ 1,222.88	\$ 32.61	\$ 65,989.44	\$ 1,269.03	\$ 33.84	\$ 68,988.96	\$ 1,326.71	\$ 35.38	\$ 71,988.48	\$ 1,384.39	\$ 36.92	\$ 77,987.52	\$ 1,499.76	\$ 39.99
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY				\$ 64,594.31	\$ 1,242.20	\$ 33.13	\$ 66,532.14	\$ 1,279.46	\$ 34.12	\$ 68,469.97	\$ 1,316.73	\$ 35.11	\$ 71,053.74	\$ 1,366.42	\$ 36.44	\$ 74,283.46	\$ 1,428.53	\$ 38.09	\$ 77,513.17	\$ 1,490.64	\$ 39.75	\$ 83,972.60	\$ 1,614.86	\$ 43.06
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY				\$ 68,543.60	\$ 1,318.15	\$ 35.15	\$ 70,599.91	\$ 1,357.69	\$ 36.21	\$ 72,656.21	\$ 1,397.23	\$ 37.26	\$ 75,397.96	\$ 1,449.96	\$ 38.67	\$ 78,825.14	\$ 1,515.87	\$ 40.42	\$ 82,252.32	\$ 1,581.78	\$ 42.18	\$ 89,106.68	\$ 1,713.59	\$ 45.70
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)				\$ 73,684.37	\$ 1,417.01	\$ 37.79	\$ 75,894.90	\$ 1,459.52	\$ 38.92	\$ 78,105.43	\$ 1,502.03	\$ 40.05	\$ 81,052.80	\$ 1,558.71	\$ 41.57	\$ 84,737.02	\$ 1,629.56	\$ 43.45	\$ 88,421.24	\$ 1,700.41	\$ 45.34	\$ 95,789.68	\$ 1,842.11	\$ 49.12
POLICE OFFICER - 25 YEARS OF SERVICE				\$ 69,914.47	\$ 1,344.51	\$ 35.85	\$ 72,011.90	\$ 1,384.84	\$ 36.93	\$ 74,109.34	\$ 1,425.18	\$ 38.00	\$ 76,905.92	\$ 1,478.96	\$ 39.44	\$ 80,401.64	\$ 1,546.19	\$ 41.23	\$ 83,897.36	\$ 1,613.41	\$ 43.02	\$ 90,888.81	\$ 1,747.86	\$ 46.61
POLICE OFFICER - 25 YEARS OF SERVICE *DAY SHIFT ONLY				\$ 75,158.06	\$ 1,445.35	\$ 38.54	\$ 77,412.80	\$ 1,488.71	\$ 39.70	\$ 79,667.54	\$ 1,532.07	\$ 40.86	\$ 82,673.86	\$ 1,589.88	\$ 42.40	\$ 86,431.76	\$ 1,662.15	\$ 44.32	\$ 90,189.67	\$ 1,734.42	\$ 46.25	\$ 97,705.47	\$ 1,878.95	\$ 50.11
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 26 YEARS BUT LESS THAN 27 YEARS				\$ 73,410.19	\$ 1,411.73	\$ 37.65	\$ 75,612.50	\$ 1,454.09	\$ 38.78	\$ 77,814.80	\$ 1,496.44	\$ 39.91	\$ 80,751.21	\$ 1,552.91	\$ 41.41	\$ 84,421.72	\$ 1,623.49	\$ 43.29	\$ 88,092.23	\$ 1,694.08	\$ 45.18	\$ 95,433.25	\$ 1,835.25	\$ 48.94
POLICE OFFICER COMPLETED 26 YEARS BUT LESS THAN 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)				\$ 78,915.96	\$ 1,517.61	\$ 40.47	\$ 81,283.44	\$ 1,563.14	\$ 41.68	\$ 83,650.92	\$ 1,608.67	\$ 42.90	\$ 86,807.55	\$ 1,669.38	\$ 44.52	\$ 90,753.35	\$ 1,745.26	\$ 46.54	\$ 94,699.15	\$ 1,821.14	\$ 48.56	\$ 102,590.75	\$ 1,972.90	\$ 52.61
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 27 YEARS				\$ 76,905.92	\$ 1,478.96	\$ 39.44	\$ 79,213.09	\$ 1,523.33	\$ 40.62	\$ 81,520.27	\$ 1,567.70	\$ 41.81	\$ 84,596.51	\$ 1,626.86	\$ 43.38	\$ 88,441.80	\$ 1,700.80	\$ 45.35	\$ 92,287.10	\$ 1,774.75	\$ 47.33	\$ 99,977.69	\$ 1,922.65	\$ 51.27
POLICE OFFICER COMPLETED 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)				\$ 82,673.86	\$ 1,589.88	\$ 42.40	\$ 85,154.08	\$ 1,637.58	\$ 43.67	\$ 87,634.29	\$ 1,685.27	\$ 44.94	\$ 90,941.25	\$ 1,748.87	\$ 46.64	\$ 95,074.94	\$ 1,828.36	\$ 48.76	\$ 99,208.63	\$ 1,907.86	\$ 50.88	\$ 107,476.02	\$ 2,066.85	\$ 55.12
*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				\$ 76,905.92	\$ 1,478.96	\$ 39.44	\$ 79,213.09	\$ 1,523.33	\$ 40.62	\$ 81,520.27	\$ 1,567.70	\$ 41.81	\$ 84,596.51	\$ 1,626.86	\$ 43.38	\$ 88,441.80	\$ 1,700.80	\$ 45.35	\$ 92,287.10	\$ 1,774.75	\$ 47.33	\$ 99,977.69	\$ 1,922.65	\$ 51.27

BROCKTON POLICE ASSOCIATION																								
GROUP CODE 1013																								
JOB CLASS = 1102																								
Start	End	Increase	Step 6 Increase	0% ED INCENTIVE			3% ED INCENTIVE			6% ED INCENTIVE			10% ED INCENTIVE			15% ED INCENTIVE			20% ED INCENTIVE			30% ED INCENTIVE		
7/1/2024	12/31/2024	2%	\$0.25	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT				\$ 49,208.38	\$ 946.31	\$ 25.24	\$ 50,684.63	\$ 974.70	\$ 25.99	\$ 52,160.88	\$ 1,003.09	\$ 26.75	\$ 54,129.21	\$ 1,040.95	\$ 27.76	\$ 56,589.63	\$ 1,088.26	\$ 29.02	\$ 59,050.05	\$ 1,135.58	\$ 30.28	\$ 63,970.89	\$ 1,230.21	\$ 32.81
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY				\$ 51,797.85	\$ 996.11	\$ 26.56	\$ 53,351.78	\$ 1,026.00	\$ 27.36	\$ 54,905.72	\$ 1,055.88	\$ 28.16	\$ 56,977.63	\$ 1,095.72	\$ 29.22	\$ 59,567.53	\$ 1,145.53	\$ 30.55	\$ 62,157.42	\$ 1,195.33	\$ 31.88	\$ 67,337.20	\$ 1,294.95	\$ 34.53
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY				\$ 56,495.12	\$ 1,086.44	\$ 28.97	\$ 58,189.98	\$ 1,119.04	\$ 29.84	\$ 59,884.83	\$ 1,151.63	\$ 30.71	\$ 62,144.63	\$ 1,195.09	\$ 31.87	\$ 64,969.39	\$ 1,249.41	\$ 33.32	\$ 67,794.15	\$ 1,303.73	\$ 34.77	\$ 73,443.66	\$ 1,412.38	\$ 37.66
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY				\$ 61,190.21	\$ 1,176.73	\$ 31.38	\$ 63,025.91	\$ 1,212.04	\$ 32.32	\$ 64,861.62	\$ 1,247.34	\$ 33.26	\$ 67,309.23	\$ 1,294.41	\$ 34.52	\$ 70,368.74	\$ 1,353.24	\$ 36.09	\$ 73,428.25	\$ 1,412.08	\$ 37.66	\$ 79,547.27	\$ 1,529.76	\$ 40.79
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY				\$ 65,886.20	\$ 1,267.04	\$ 33.79	\$ 67,862.78	\$ 1,305.05	\$ 34.80	\$ 69,839.37	\$ 1,343.06	\$ 35.82	\$ 72,474.81	\$ 1,393.75	\$ 37.17	\$ 75,769.12	\$ 1,457.10	\$ 38.86	\$ 79,063.43	\$ 1,520.45	\$ 40.55	\$ 85,652.05	\$ 1,647.15	\$ 43.92
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY				\$ 70,401.97	\$ 1,353.88	\$ 36.10	\$ 72,514.03	\$ 1,394.50	\$ 37.19	\$ 74,626.09	\$ 1,435.12	\$ 38.27	\$ 77,442.17	\$ 1,489.27	\$ 39.71	\$ 80,962.27	\$ 1,556.97	\$ 41.52	\$ 84,482.36	\$ 1,624.66	\$ 43.32	\$ 91,522.56	\$ 1,760.05	\$ 46.93
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)				\$ 75,682.12	\$ 1,455.43	\$ 38.81	\$ 77,952.58	\$ 1,499.09	\$ 39.98	\$ 80,223.04	\$ 1,542.75	\$ 41.14	\$ 83,250.33	\$ 1,600.97	\$ 42.69	\$ 87,034.44	\$ 1,673.74	\$ 44.63	\$ 90,818.54	\$ 1,746.51	\$ 46.57	\$ 98,386.75	\$ 1,892.05	\$ 50.45
POLICE OFFICER - 25 YEARS OF SERVICE				\$ 71,810.01	\$ 1,380.96	\$ 36.83	\$ 73,964.31	\$ 1,422.39	\$ 37.93	\$ 76,118.61	\$ 1,463.82	\$ 39.04	\$ 78,991.01	\$ 1,519.06	\$ 40.51	\$ 82,581.51	\$ 1,588.11	\$ 42.35	\$ 86,172.01	\$ 1,657.15	\$ 44.19	\$ 93,353.01	\$ 1,795.25	\$ 47.87
POLICE OFFICER - 25 YEARS OF SERVICE *DAY SHIFT ONLY				\$ 77,195.76	\$ 1,484.53	\$ 39.59	\$ 79,511.63	\$ 1,529.07	\$ 40.78	\$ 81,827.51	\$ 1,573.61	\$ 41.96	\$ 84,915.34	\$ 1,632.99	\$ 43.55	\$ 88,775.12	\$ 1,707.21	\$ 45.53	\$ 92,634.91	\$ 1,781.44	\$ 47.51	\$ 100,354.49	\$ 1,929.89	\$ 51.46
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 26 YEARS BUT LESS THAN 27 YEARS				\$ 75,400.51	\$ 1,450.01	\$ 38.67	\$ 77,662.52	\$ 1,493.51	\$ 39.83	\$ 79,924.54	\$ 1,537.01	\$ 40.99	\$ 82,940.56	\$ 1,595.01	\$ 42.53	\$ 86,710.59	\$ 1,667.51	\$ 44.47	\$ 90,480.61	\$ 1,740.01	\$ 46.40	\$ 98,020.66	\$ 1,885.01	\$ 50.27
POLICE OFFICER COMPLETED 26 YEARS BUT LESS THAN 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)				\$ 81,055.55	\$ 1,558.76	\$ 41.57	\$ 83,487.21	\$ 1,605.52	\$ 42.81	\$ 85,918.88	\$ 1,652.29	\$ 44.06	\$ 89,161.10	\$ 1,714.64	\$ 45.72	\$ 93,213.88	\$ 1,792.57	\$ 47.80	\$ 97,266.66	\$ 1,870.51	\$ 49.88	\$ 105,372.21	\$ 2,026.39	\$ 54.04
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 27 YEARS				\$ 78,991.01	\$ 1,519.06	\$ 40.51	\$ 81,360.74	\$ 1,564.63	\$ 41.72	\$ 83,730.47	\$ 1,610.20	\$ 42.94	\$ 86,890.11	\$ 1,670.96	\$ 44.56	\$ 90,839.66	\$ 1,746.92	\$ 46.58	\$ 94,789.21	\$ 1,822.87	\$ 48.61	\$ 102,688.31	\$ 1,974.78	\$ 52.66
POLICE OFFICER COMPLETED 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)				\$ 84,915.34	\$ 1,632.99	\$ 43.55	\$ 87,462.80	\$ 1,681.98	\$ 44.85	\$ 90,010.26	\$ 1,730.97	\$ 46.16	\$ 93,406.87	\$ 1,796.29	\$ 47.90	\$ 97,652.64	\$ 1,877.94	\$ 50.08	\$ 101,898.40	\$ 1,959.58	\$ 52.26	\$ 110,389.94	\$ 2,122.88	\$ 56.61
*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				\$ 78,991.01	\$ 1,519.06	\$ 40.51	\$ 81,360.74	\$ 1,564.63	\$ 41.72	\$ 83,730.47	\$ 1,610.20	\$ 42.94	\$ 86,890.11	\$ 1,670.96	\$ 44.56	\$ 90,839.66	\$ 1,746.92	\$ 46.58	\$ 94,789.21	\$ 1,822.87	\$ 48.61	\$ 102,688.31	\$ 1,974.78	\$ 52.66

BROCKTON POLICE ASSOCIATION

GROUP CODE 1013

JOB CLASS = 1102

	Start	End	Increase	0% ED INCENTIVE			3% ED INCENTIVE			6% ED INCENTIVE			10% ED INCENTIVE			15% ED INCENTIVE			20% ED INCENTIVE			30% ED INCENTIVE		
	1/1/2025	6/31/2025	2%	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY	SALARY	WEEKLY	HOURLY
POLICE OFFICER STEP 1- IN FIRST YEAR OF EMPLOYMENT				\$ 50,192.54	\$ 965.24	\$ 25.74	\$ 51,698.32	\$ 994.20	\$ 26.51	\$ 53,204.10	\$ 1,023.16	\$ 27.28	\$ 55,211.80	\$ 1,061.77	\$ 28.31	\$ 57,721.43	\$ 1,110.03	\$ 29.60	\$ 60,231.05	\$ 1,158.29	\$ 30.89	\$ 65,250.31	\$ 1,254.81	\$ 33.46
POLICE OFFICER STEP 2- ON ONE YEAR ANNIVERSARY				\$ 52,833.81	\$ 1,016.03	\$ 27.09	\$ 54,418.82	\$ 1,046.52	\$ 27.91	\$ 56,003.83	\$ 1,077.00	\$ 28.72	\$ 58,117.19	\$ 1,117.64	\$ 29.80	\$ 60,758.88	\$ 1,168.44	\$ 31.16	\$ 63,400.57	\$ 1,219.24	\$ 32.51	\$ 68,683.95	\$ 1,320.85	\$ 35.22
POLICE OFFICER STEP 3- ON TWO YEAR ANNIVERSARY				\$ 57,625.02	\$ 1,108.17	\$ 29.55	\$ 59,353.78	\$ 1,141.42	\$ 30.44	\$ 61,082.53	\$ 1,174.66	\$ 31.32	\$ 63,387.53	\$ 1,218.99	\$ 32.51	\$ 66,268.78	\$ 1,274.40	\$ 33.98	\$ 69,150.03	\$ 1,329.81	\$ 35.46	\$ 74,912.53	\$ 1,440.63	\$ 38.42
POLICE OFFICER STEP 4- ON THREE YEAR ANNIVERSARY				\$ 62,414.01	\$ 1,200.27	\$ 32.01	\$ 64,286.43	\$ 1,236.28	\$ 32.97	\$ 66,158.85	\$ 1,272.29	\$ 33.93	\$ 68,655.41	\$ 1,320.30	\$ 35.21	\$ 71,776.11	\$ 1,380.31	\$ 36.81	\$ 74,896.82	\$ 1,440.32	\$ 38.41	\$ 81,138.22	\$ 1,560.35	\$ 41.61
POLICE OFFICER STEP 5- ON FOUR YEAR ANNIVERSARY				\$ 67,203.92	\$ 1,292.38	\$ 34.46	\$ 69,220.04	\$ 1,331.15	\$ 35.50	\$ 71,236.15	\$ 1,369.93	\$ 36.53	\$ 73,924.31	\$ 1,421.62	\$ 37.91	\$ 77,284.51	\$ 1,486.24	\$ 39.63	\$ 80,644.70	\$ 1,550.86	\$ 41.36	\$ 87,365.09	\$ 1,680.10	\$ 44.80
POLICE OFFICER STEP 6- ON SIX YEAR ANNIVERSARY				\$ 71,810.01	\$ 1,380.96	\$ 36.83	\$ 73,964.31	\$ 1,422.39	\$ 37.93	\$ 76,118.61	\$ 1,463.82	\$ 39.04	\$ 78,991.01	\$ 1,519.06	\$ 40.51	\$ 82,581.51	\$ 1,588.11	\$ 42.35	\$ 86,172.01	\$ 1,657.15	\$ 44.19	\$ 93,353.01	\$ 1,795.25	\$ 47.87
POLICE OFFICER - 24 YEARS OF SERVICE *DAY SHIFT ONLY (JOB CLASS= 1100)				\$ 77,195.76	\$ 1,484.53	\$ 39.59	\$ 79,511.63	\$ 1,529.07	\$ 40.78	\$ 81,827.51	\$ 1,573.61	\$ 41.96	\$ 84,915.34	\$ 1,632.99	\$ 43.55	\$ 88,775.12	\$ 1,707.21	\$ 45.53	\$ 92,634.91	\$ 1,781.44	\$ 47.51	\$ 100,354.49	\$ 1,929.89	\$ 51.46
POLICE OFFICER - 25 YEARS OF SERVICE				\$ 73,246.21	\$ 1,408.58	\$ 37.56	\$ 75,443.60	\$ 1,450.84	\$ 38.69	\$ 77,640.98	\$ 1,493.10	\$ 39.82	\$ 80,570.83	\$ 1,549.44	\$ 41.32	\$ 84,233.14	\$ 1,619.87	\$ 43.20	\$ 87,895.45	\$ 1,690.30	\$ 45.07	\$ 95,220.07	\$ 1,831.16	\$ 48.83
POLICE OFFICER - 25 YEARS OF SERVICE *DAY SHIFT ONLY				\$ 78,739.68	\$ 1,514.22	\$ 40.38	\$ 81,101.87	\$ 1,559.65	\$ 41.59	\$ 83,464.06	\$ 1,605.08	\$ 42.80	\$ 86,613.64	\$ 1,665.65	\$ 44.42	\$ 90,550.63	\$ 1,741.36	\$ 46.44	\$ 94,487.61	\$ 1,817.07	\$ 48.46	\$ 102,361.58	\$ 1,968.49	\$ 52.49
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 5% COMPLETED 26 YEARS BUT LESS THAN 27 YEARS				\$ 76,908.52	\$ 1,479.01	\$ 39.44	\$ 79,215.78	\$ 1,523.38	\$ 40.62	\$ 81,523.03	\$ 1,567.75	\$ 41.81	\$ 84,599.37	\$ 1,626.91	\$ 43.38	\$ 88,444.80	\$ 1,700.86	\$ 45.36	\$ 92,290.22	\$ 1,774.81	\$ 47.33	\$ 99,981.08	\$ 1,922.71	\$ 51.27
POLICE OFFICER COMPLETED 26 YEARS BUT LESS THAN 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1101)				\$ 82,676.66	\$ 1,589.94	\$ 42.40	\$ 85,156.96	\$ 1,637.63	\$ 43.67	\$ 87,637.26	\$ 1,685.33	\$ 44.94	\$ 90,944.32	\$ 1,748.93	\$ 46.64	\$ 95,078.16	\$ 1,828.43	\$ 48.76	\$ 99,211.99	\$ 1,907.92	\$ 50.88	\$ 107,479.66	\$ 2,066.92	\$ 55.12
POLICE OFFICER - SUPPLEMENTAL LONGEVITY 10% COMPLETED 27 YEARS				\$ 80,570.83	\$ 1,549.44	\$ 41.32	\$ 82,987.96	\$ 1,595.92	\$ 42.56	\$ 85,405.08	\$ 1,642.41	\$ 43.80	\$ 88,627.91	\$ 1,704.38	\$ 45.45	\$ 92,656.45	\$ 1,781.85	\$ 47.52	\$ 96,685.00	\$ 1,859.33	\$ 49.58	\$ 104,742.08	\$ 2,014.27	\$ 53.71
POLICE OFFICER COMPLETED 27 YEARS *DAY SHIFT ONLY (JOB CLASS = 1103)				\$ 86,613.64	\$ 1,665.65	\$ 44.42	\$ 89,212.05	\$ 1,715.62	\$ 45.75	\$ 91,810.46	\$ 1,765.59	\$ 47.08	\$ 95,275.01	\$ 1,832.21	\$ 48.86	\$ 99,605.69	\$ 1,915.49	\$ 51.08	\$ 103,936.37	\$ 1,998.78	\$ 53.30	\$ 112,597.74	\$ 2,165.34	\$ 57.74
*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				\$ 80,570.83	\$ 1,549.44	\$ 41.32	\$ 82,987.96	\$ 1,595.92	\$ 42.56	\$ 85,405.08	\$ 1,642.41	\$ 43.80	\$ 88,627.91	\$ 1,704.38	\$ 45.45	\$ 92,656.45	\$ 1,781.85	\$ 47.52	\$ 96,685.00	\$ 1,859.33	\$ 49.58	\$ 104,742.08	\$ 2,014.27	\$ 53.71