

Filed 1.14.23/
PELRB

ORIGINAL

COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE POLICE COMMISSION OF THE TOWN OF WOLFEBORO
AND
NEPBA Local #39

Expires December 31, 2024

I. RECOGNITION

The Town of Wolfeboro (Town) and the Wolfeboro Police Commission (Commission) recognize New England Police Benevolent Association Local #39 (Union) as the exclusive representative for all full-time and permanent part-time employees, excluding probationary employees, of the Wolfeboro Police Department in the following positions: Staff Sergeant, Sergeant, Corporal, Police Officer, Dispatcher and Communications Supervisor.

2. MANAGEMENT RIGHTS

The Union recognizes the following responsibilities, rights, authority, and duties of the Town and the Commission, except as they are modified by provisions of this Agreement. The Town and the Commission hereby retain and reserve unto themselves, without limitations, all power, rights, authority, duties and responsibilities conferred upon and vested in it by the Law and Constitution of the State of New Hampshire, including but not limited to the following:

1. To the executive management and administrative control of the Town's Police Department and its properties and facilities.
2. To hire, determine the length and all conditions of probationary status, schedule work hours and days, promote, transfer, assign and retain employees in positions with the Police Department and to warn, reprimand, suspend, demote, discharge or take other disciplinary action against employees, and to relieve employees from duty because of lack of work or funds.
3. To determine the basic means and methods of operation and the duties, responsibilities, and assignments of employees with respect thereto, and with respect to administrative and law enforcement activities, and the terms and conditions of employment.
4. To issue and modify any and all rules of employment, including but not limited to regulations, general orders, special orders, personnel orders, standard operating procedures and the like governing the terms and conditions of employment of members of the bargaining unit.

3. DUES CHECK-OFF

Upon an individual written authorization form signed by the employee and approved by the Union, the Town agrees to deduct from each employee's regular paycheck, a sum for the Union dues to be paid to

the Union monthly. The Union agrees to hold the Town and Commission harmless from any claim or liability arising out of the deduction of dues and payment to the Union under this Article.

4. DISCIPLINE AND WORK RULES

Employees are required to abide by the terms of this Agreement and to comply with such rules and regulations not inconsistent with this Agreement as implemented and interpreted by the Commission and as modified from time to time by the Commission. Any form of disciplinary action against an employee shall be for just cause and will be subject to the grievance procedure.

5. EMPLOYEE RIGHTS/ INTERNAL INVESTIGATIONS

The parties recognize that it is beneficial for both management and labor to meet to discuss procedures related to internal investigations and employee rights. Individuals from the Commission, the Command Staff and the NEPBA unit will create a task force to review the current practice and procedures and identify improvements and best practices that could be adopted. The task force will be established in January 2023 with a first meeting to happen no later than February 2023. The task force shall not bind the bargaining unit and shall not obligate the parties to reopen the collective bargaining agreement mid-term

6. GRIEVANCE PROCEDURE

6.1 Definitions

6.1.1 Grievance: A grievance shall mean a complaint that the Union or Town has interpreted and applied this Agreement in violation of a specific provision thereof. The grievance must cite the specific Article or section of this Agreement that is alleged to have been violated. Any matter not covered by the terms of this Agreement or reserved by law to the discretion of management is not subject to this Article.

6.1.2 Days: For purposes of this Article, "days" shall mean Monday through Friday, exclusive of legal holidays.

6.1.3 Aggrieved Employee: Aggrieved employee shall mean the employee making the complaint.

6.2 Procedure

6.2.1 Informal Resolution:

All parties to this Agreement recognize the benefit of resolving all grievances at the lowest possible level and the importance of early and effective communication in this process.

An employee who has a complaint is encouraged to discuss the issue with his/her immediate supervisor prior to filing a grievance. The employee must bring the issue to the attention of the supervisor within three (3) days of the day that the aggrieved employee became aware, or should have become aware of the event upon which the complaint is based. The employee and the supervisor will attempt to resolve the issue. Any resolution must be consistent with the terms of this Agreement. If a resolution cannot be reached, then the employee may choose to file a grievance under Article 5.2.2.

6.2.2 Formal Resolution:

Level 1 - Police Lieutenant or their designee: Within three (3) days of the day that the aggrieved employee became aware, or should have become aware event upon which the grievance is based, or within three (3) days of discussing the issue with the supervisor informally under Article 5.2.1, the aggrieved employee may submit the grievance, in writing, to the Lieutenant. The Lieutenant shall respond to the grievance, in writing, within three (3) days of receipt of the grievance.

Level 2 — Police Chief: If the aggrieved employee is not satisfied with the resolution at Level 1, he/she may appeal the decision, in writing, to the Police Chief within five (5) days from receipt of the decision of the Lieutenant. The Police Chief shall schedule and meet with the aggrieved employee and the supervisor, if appropriate, within eight (8) days from receipt of the grievance. The Police Chief shall respond, in writing within five (5) days of the meeting.

Level 3 — Police Commission: If the aggrieved employee is not satisfied with the resolution at Level 2, he/she may appeal the decision, in writing, to the Police Commission within ten (10) days from receipt of the decision of the Chief. The Commission shall schedule and meet with the aggrieved employee and the Chief and supervisor, if appropriate, within ten (10) days from receipt of the grievance. The Commission shall respond, in writing, within five (5) days of the meeting. The decision of the Commissioners shall be final.

Level 4 — NHPERB: If the Union seeks review of the Commission's decision by the Public Employee Labor Relations Board it shall do so within fifteen (15) calendar days from the date of the Commission decision.

6.3 Timeframe

The parties agree that grievances should be resolved as quickly as possible and agree that the time limits set forth in Section 6.2 shall be considered the maximum length of time for responding. Time limits may be extended only by prior written mutual agreement.

6.4 Representation

NEPBA Local #39 shall be the exclusive representatives of the employee at all levels of the grievance procedure and may use representatives of its own choosing.

7. LEAVES AND BENEFITS

Except as otherwise specifically provided herein, all leaves and other benefits, including insurance, for bargaining unit members shall be in accordance with policies as implemented and interpreted by the Town and/or Commission and as modified from time to time by the Town and/or Commission.

8. HEALTH AND DENTAL INSURANCE

- a. Effective for the term of the contract, Town contributes 90 % of School Care's HMO plan to employee's choice of School Care's Open Access+ or HMO plans.
- b. Any previously existing health insurance differentials will remain frozen at 2007 rates and be paid annually to current employees.
- c. Opt-out incentive will remain at \$2,500 for new employees and current employees who opt out of Town health insurance coverage after the effective date of this contract. New employees who decline health insurance will receive opt-out incentive compensation after they successfully complete their probationary period.
- d. Opt-out for current employees to continue to be frozen at 2008 rates.
- e. Effective for the term of the contract, Town contributes 90% of employees' dental insurance cost for School Care's Plan 1 or Plan 2 Dental Insurance Plans

Employees shall be provided a cafeteria-type arrangement, pursuant to applicable federal and state law. Employees must enroll in a medical insurance and/or dental insurance plan unless such employee provides proof of coverage (e.g. insurance card).

If the Town determines that comparable coverage under a different provider or program is available, the Town Manager may, at his sole discretion, switch health or dental insurance coverage to that provider or program. In such event, the Town Manager shall provide the Union and the employees with adequate advance notice of the proposed plan and shall fully consider any timely input or concerns related thereto expressed by the Union or employees prior to implementation of the change.

The parties recognize that increasing health insurance premium costs are adversely affecting both the Town and the Employee. In the event the Town or the Bargaining Unit determines that there is a need

to consider other providers, cost reducing alternatives and/or coverage options, the Town and the Union will convene a joint labor/ management committee to explore and assess any such options. The Joint Labor/ Management Committee shall consist of members from each bargaining unit, members of the exempt staff, as well as the Town Manager and Finance Director. The joint Labor/Management committee shall not bind the bargaining unit and shall not obligate the parties to reopen the collective bargaining agreement mid-term.

9. LIFE INSURANCE

The Town shall provide term life insurance in an amount of \$100,000.00 for each employee, with the Town paying the premium therefor. For employees 70 years or older the life insurance amount reduces 50%. The employee shall provide such information, including designation of beneficiary, as may reasonably be required.

10. SHORT-TERM/LONG-TERM SUPPLEMENTAL INSURANCE

The Town shall provide the short-term and long-term disability plan for Union employees.

11. CLOTHING ALLOWANCE

The Town shall reimburse Union employees for clothing used by employees exclusively while working for the Town as an officer, dispatcher, or communication supervisor. For the duration of this contract, clothing allowance is \$1000 per calendar year for sworn officers and \$350 per calendar year for dispatchers. (No allowance to year one employee's over initial issue.) Said amounts shall be reimbursed regardless of the status of the operating budget.

Any equipment ruined while on duty shall be replaced by the police department out of the operating budget and not the member's clothing allowance.

Any member promoted to a new rank shall have their needed equipment upgraded by the police department out of the operating budget and not the members clothing allowance.

The Wolfboro Police department shall issue new hires the following equipment, gear, and clothing to all new hires: Fulltime officers:

One (1) Winter hat	One (1) Baseball style hat
One (1) Patrol hat	One (1) Spring Coat
One (1) Winter Coat	One (1) Raincoat

One (1) traffic vest	Four (4) pair of pants
Two (2) short sleeve work shirts	Two (2) Long sleeve work shirts
One (1) pair of boots	Two (2) Mock turtlenecks
One (1) Tie and clip	One (1) duty belt with all accessories
One (1) Long sleeve polo	One (1) short sleeve polo
Two (2) BDU Pants	One (1) BDU Short sleeve shirt
One (1) BDU long sleeve shirt	One (1) traditional vest
One (1) outer carrier vest and accessories AFTER completion of probation	

Part time officers:

One (1) Winter hat	One (1) Baseball style hat
One (1) Patrol hat	One (1) Spring Coat
One (1) Winter Coat	One (1) Raincoat
One (1) traffic vest	Two (2) pair of pants
One (1) short sleeve work shirt	One (1) Long sleeve work shirt
One (1) pair of boots	One (1) Mock turtleneck
One (1) Tie and clip	One (1) duty belt with all accessories
One (1) Long sleeve polo	One (1) short sleeve polo
One (1) BDU Pants	One (1) BDU Short sleeve shirt
One (1) BDU long sleeve shirt	One (1) traditional or out carrier vest

Full time dispatchers:

Three (3) pairs of pants	Three (3) long sleeve or short sleeve polos
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One (1) Job shirt or sweatshirt

Permanent Part Time dispatchers:

One (1) pair of pants	Two (2) long sleeve or short sleeve polos
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One (1) Job shirt or sweatshirt

12. HOLIDAYS

The following official holidays shall be granted with full pay:

New Year's Day	Martin Luther King/Civil Rights Day
Presidents Day	Memorial Day
Fourth of July	Labor Day
Columbus Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving
Day before Christmas	Christmas Day

Should work be required on any official holiday, the Department Head shall determine whether to grant an alternate day off or to grant pay at standard overtime rates in addition to the paid holiday.

Should work be required on any official holiday Union employees shall be paid at standard overtime rate (1.5x hourly rate) and holiday pay (hourly rate) for all hours worked.

13. EARNED TIME

Full time employees shall be credited with leave time based upon the following criteria: (a.) Years of continuous service with the Town of Wolfeboro; and (b.) Scheduled hourly work week.

Weekly Leave Time Accrual-40 Hour Work Schedule:

<u>Term of Service</u>	<u>Scheduled Hours</u>	<u>Accrual Percentage</u>	<u>Hours accrued per Week</u>
0 to 5 Years	40	10.00 %	4.00
5 to 10 Years	40	11.00 %	4.40
10 to 15 Years	40	12.00 %	4.80
15 to 20 Years	40	13.00 %	5.20
20 to 25 Years	40	14.00 %	5.60
Over 25 Years	40	15.00 %	6.00

Weekly Leave Time Accrual-Permanent Part-Time Work Schedule:

Term of Service	Scheduled Hours	Accrual Percentage	Hours accrued per Week
0 to 5 Years	Example: 24	10.00 %	2.40
5 to 10 Years		11.00 %	2.64
10 to 15 Years		12.00 %	2.88
15 to 20 Years		13.00 %	3.12
20 to 25 Years		14.00 %	3.36
Over 25 Years		15.00 %	3.60

Example: An employee hired full time on July 1, 1996, will move from the 10% accrual level to the 11% accrual level on July 1, 2001. Subsequently, the employee will move from the 11% accrual level to the 12% accrual level on July 1, 2006.

1. Leave time can be used for the following purposes:

- 1.) Vacation
- 2.) Sick
- 3.) Personal
- 4.) Bereavement
- 5.) Maternity/Paternity
- 6.) Injury/Disability (On and off the job)

2. Permanent part-time employees shall be credited with leave time based on their regularly scheduled hours per week. A permanent part-time employee is an employee who is scheduled to work fifty-two (52) weeks per year and is scheduled to work a minimum of 1,000 hours per year. (Not to include Per Diem).

3. The schedule for leave for vacation shall be the responsibility of the Chief of Police subject to the approval of the Police Commission. Employees shall give supervisors or Department Heads adequate notice prior to the time the employee wishing to take leave for vacation. Final authority to grant leave shall be vested with the Police Commission. Department-wide seniority shall prevail in cases where requests are similar or overlapping. No employee shall, without prior specific approval by the Police Commission, take more than three (3) full calendar weeks of leave at any one time.

4. An employee may utilize leave time in the event of illness, and medical and dental appointments. Each employee is obligated to notify his Department Head or immediate supervisor daily of such employee's absence from work unless such employee is in the hospital or under the care of a licensed physician.

In the case of employee illness, the employee shall be required to furnish a certification from an attending physician for all consecutive days of absence in excess of three (3) working days or five (5) calendar days. Such employee, prior to returning to work, shall ensure that the certification allows for a return to the duties of the position occupied.

5. Leave for maternity/paternity purposes shall commence at a reasonable time prior to birth as recommended by the attending physician and shall extend for a period not to exceed six (6) months after birth. Any employee who has been granted a leave of absence for maternity/paternity reasons, who fails to return to work upon the expiration of such leave shall be deemed to have voluntarily terminated employment. An employee who takes maternity/paternity leave of absence may use accrued leave time. The employee, prior to returning to work, shall provide the employer with a certification that the employee is able to perform his/her regular duties.

6. If the employee so elects, he/she may utilize leave time to supplement the short-term and long-term disability policy benefit, as described elsewhere in the agreement. Leave time may also be utilized to supplement the Workers Compensation Insurance Benefit as prescribed by State law. In both cases, it is the intention that employee can use leave time to supplement benefits in order to receive 100% of the pre-injury/pre-disability weekly compensation.

7. Leave time may be continuously accrued. If an employee transfers or occupies other positions within the work force, covered by this agreement, leave time will continue to be based upon unbroken years of service. Upon severance of employment with the employer, the employee shall be paid for unused leave time based upon the employee's current hourly wage to a maximum of 400 hours for 40 hour employees. Employees hired after January 1, 2018 will not be eligible for leave time payout upon severance of their employment with the Town.

8. All employees in the unit shall be required to take a minimum of two weeks of their normally scheduled hours of earned time as vacation per calendar year. Any employee failing to take the required two weeks of earned time as vacation in any given calendar year shall forfeit the difference between the vacation actually taken and that number of hours of earned time. The Police Commission may grant exceptions under extenuating circumstances.

9. Abuse of leave time shall be grounds for disciplinary action.

14. COMPENSATORY TIME

All accrued compensatory time carried by an employee, regardless of the method by which it was earned, will be combined into one (1) comp time bank, which shall be subject to the following provisions: Use of compensatory time off is subject to the approval of the Chief or his designee. Any member may accumulate up to 40 hours (converted) of compensatory time off. At that point when a member has hours of comp time in the bank, he or she shall not be permitted to bank any additional hours until his or her balance has been reduced. Members must use a minimum of 1 hour at a time. No member will be allowed to carry over any compensatory time into the next calendar year. Members may convert any portion of accumulated hours in the compensatory time bank to their regular hourly rate of pay during the first pay period of December. Any compensatory time accrued after the first pay period of December must be used as time off by the employee.

15. CALL BACK

Any employee who is not on duty and is called back (excluding private details) shall be compensated for all hours worked at time and one-half the regular rate of pay and shall be guaranteed a minimum of three (3) hours compensation. Should the timeframe extend beyond the three (3) hours, the employee will continue to be paid at time and one-half their regular rate of pay.

16. UNION BUSINESS LEAVE

1. The officers and representatives of Local 39 of the New England PBA, Inc, IUPA Local 900, AFL-CIO are as follows: President, Vice President, Secretary/Treasurer, and Stewards. The President of Local 39 shall keep the employer informed of any changes in the roster of officers and representatives.
2. An on-duty officer or representative of Local 39 shall be allowed time off for negotiations or conferences with Town Officials and the Chief of Police and for hearings at the Public Employee Labor Relations Board, without loss of pay or benefits, provided that public safety shall always take priority over other business. Off-duty personnel will not be compensated for such negotiations, conferences or hearings.
3. Officers and representatives and/or Elected Delegates shall be granted time off, without loss of pay, to attend the Convention of the New England PBA, Inc., IUPA Local 900, AFL-CIO. One of the above will be granted the time off, with the second at the discretion of the Chief of Police.
4. Officers and/or representatives of Local 39 shall be granted three (3) days of leave per year to attend training classes without loss of pay or benefits to further management-employee relations. Only one officer at a time will be granted this time off, with a second at the discretion of the Chief of Police.

5. The number of days off with pay and benefits under paragraphs 3 and 4 shall not exceed an aggregate of 4 days for the entire bargaining unit per calendar year.

6. Any Officer or Steward of Local 39 shall be allowed to investigate any situation/issue brought to his/her attention by either union members or management. If the nature of the issue is such that expedited handling will result in prompt disposition thereof without interference to department operations, then management shall call the Officer/Steward to investigate the matter while on duty, provided that public safety will always take priority over other business. It is further understood that time spent by Officers/Stewards on Union related matters while off duty is non-compensable. Time spent by Officers/Stewards processing matters through the grievance procedure, attending disciplinary sessions with supervisors, and attending disciplinary and/or administrative hearings before appropriate authorities shall only be paid for their regularly scheduled workweek.

17. EDUCATION STIPENDS

Employees receiving an Associate's Degree shall receive an annual stipend of \$250. Union employees with a Bachelor's degree or greater shall receive an annual stipend of \$500. Only one education stipend will apply, regardless of the number of degrees. Said stipend shall be in addition to any longevity or other stipend to which the employee may be entitled.

18. WAGES

Year 1 (2023) – On March 27, 2023, all members of the unit will receive a 5 1/2% COLA adjustment per the pay plan and matrix labeled "2023 NEPBA Pay Matrix" [Note: Health Insurance differential pay and opt out pay will not be included in the calculation of a COLA adjustment or step.]

Year 2 (2024) – On March 25, 2024, all members of the unit will receive a 3% COLA adjustment per the pay plan and matrix labeled "2024 NEPBA Pay Matrix" [Note: Health Insurance differential pay and opt out pay will not be included in the calculation of a COLA adjustment or step.]

Any employee who is no longer on the current pay matrix shall still be granted the same percent increase as all other union members during any contract that has agreed on step increases.

Hours of overtime will be computed per the provisions of the Fair Labor Standards Act (FLSA). Employees not exempted from the provisions of the Fair Labor Standards Act shall receive overtime pay at the rate of one- and one-half times the regular rate of pay for work actually performed in excess of forty (40) hours per week. No paid time off (such as vacation or other leave time usage) shall be included for purposes of calculating time worked, with exception of holidays, but time paid for by grants and the calculation of compensatory time shall not be subject to this provision.

No employee covered by this agreement can work more than 16 consecutive hours for the Town, unless there has been an emergency declared by the Police Chief, Town, State or Federal government.

The K-9 Officer will be a 40-hour a week employee; however, he will work a 35 hour a week patrol schedule, which is determined by the Chief of Police or his designee. The K-9 Officer will receive 5 hours of compensation per week for taking care of the canine, totaling the officer's 40 hour work week. Additionally, the K-9 Officer will receive 1 hour per week of compensatory time at the Officer's overtime hourly rate and subject to the contract's compensatory time requirements.

19. SHIFT DIFFERENTIALS

Effective on March 27, 2023, shift differential compensation shall be increased to \$1.50 per hour for the evening shift and \$2.00 per hour for the midnight shift.

Shift differential will be paid for hours worked.

20. DETAILS AND GRANTS

All details and grants shall be offered to all full-time qualified Union members and distributed on an equitable rotational basis. In the event a Union member does not take the detail/grant, it will be offered to non-union and part-time employees.

21. LONGEVITY

LENGTH OF SERVICE STIPEND

Anniversary Date of Hire	Annual Amount Received
Years 0-10	no stipend*
Years 11-14	\$750
Years 15-19	\$900
Years 20-24	\$1250
Years 25 and beyond	\$1500

*Union employees as of December 31, 2018 shall receive the annual stipend of \$200 for years 5-9 and \$250 for year 10, as set forth in the 2017-18 Agreement.

22. SEPARABILITY CLAUSE

Should any provision of this Agreement be held invalid by any court or tribunal of competent jurisdiction, or if compliance with or enforcement of any such provision should be restrained by any court, all other provisions of this Agreement shall remain in force.

23. COMPLETE AGREEMENT AND WAIVER CLAUSE

A. This Agreement constitutes the entire Agreement and final resolution of all matters in dispute between the parties arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced to writing and signed by the parties and any cost items resulting thereof have been approved by the Board of Selectmen and Town Meeting.

B. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the parties for the life of this Agreement voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of any of the parties at the time this Agreement was negotiated or signed. The parties may, however, voluntarily agree to bargain collectively on any subject at any time.

C. This Agreement contains all of the agreements and understandings between the parties and supersedes all previous agreements and understandings, and no oral agreement or understanding survives the execution hereof.

24. EXPENDITURE OF PUBLIC FUNDS

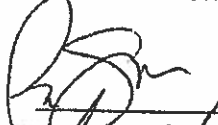
Any agreement reached which requires the expenditure of public funds for its implementation shall not be binding upon the Town or Commission, unless, and until, the necessary specific appropriations have been made by the Wolfeboro Town Meeting at each of its appropriate annual meetings during the term of this Agreement. The Commission shall make a good faith effort to secure the funds necessary to implement said agreement at each of the appropriate annual Town Meetings. If such funds are not forthcoming at any time during the term of this Agreement, the Commission and Union shall resume negotiations regarding the matters affected.

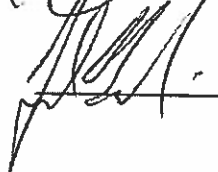
25. DURATION OF AGREEMENT

This Agreement shall be effective for the period January 1, 2023, through December 31, 2024. Nothing in this Agreement will be retroactive unless it is specifically described as such, and the cost of such items is specifically approved by the Commission, Board of Selectmen and Town Meeting.

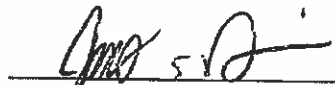
IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this
day of December _____, 2022.

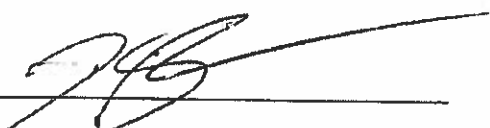
FOR THE UNION:

 President

 VP



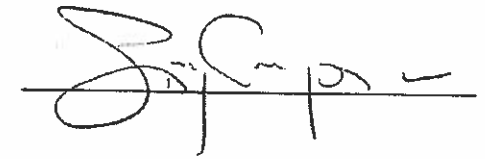
FOR THE TOWN:

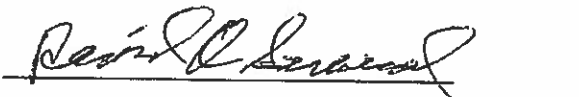

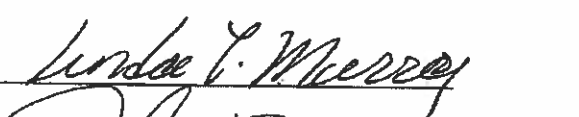
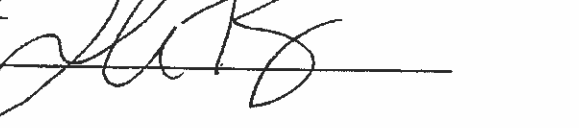
_____
Town Manager
Date: 12/21/2022

_____
Date: 12/15/2022

BOARD OF SELECTMEN:

POLICE COMMISSION:

_____
_____
_____

_____
_____
_____
_____

Date: 12/15/2022

Date: 12/21/2022

2023 NEPBA Wage Schedule

*Would become effective March 2023

5.5%

Median
Wage By
Grade
Difference to Lower Grade

Grade	Starting												Median Wage By Grade Difference to Lower Grade	
	1	2	3	4	5	6	7	8	9	10	11	12		
Dispatcher	\$18.38	\$19.02	\$19.69	\$20.37	\$21.09	\$21.83	\$22.59	\$23.38	\$24.20	\$25.05	\$25.92	\$26.83	\$27.77	\$22.78
Senior Dispatcher	\$20.27	\$20.98	\$21.71	\$22.47	\$23.26	\$24.08	\$24.92	\$25.79	\$26.69	\$27.63	\$28.59	\$29.59	\$30.64	\$25.13
Supervisor Dispatcher	\$21.29	\$22.04	\$22.81	\$23.60	\$24.43	\$25.29	\$26.17	\$27.08	\$28.03	\$29.01	\$30.03	\$31.08	\$32.17	\$26.39
Patrol Officer	\$23.47	\$24.30	\$25.14	\$26.03	\$26.93	\$27.88	\$28.85	\$29.87	\$30.91	\$31.99	\$33.12	\$34.27	\$35.47	\$29.09
Senior Patrol Officer	\$24.64	\$25.50	\$26.40	\$27.32	\$28.27	\$29.27	\$30.29	\$31.35	\$32.45	\$33.58	\$34.76	\$35.98	\$37.23	\$30.54
Corporal	\$26.36	\$27.29	\$28.24	\$29.23	\$30.26	\$31.32	\$32.41	\$33.55	\$34.72	\$35.93	\$37.20	\$38.50	\$39.85	\$32.68
Sergeant	\$27.44	\$28.40	\$29.39	\$30.42	\$31.48	\$32.59	\$33.73	\$34.91	\$36.12	\$37.39	\$38.70	\$40.06	\$41.46	\$34.01
Staff Sergeant	\$30.18	\$31.25	\$32.34	\$33.48	\$34.64	\$35.85	\$37.11	\$38.40	\$39.75	\$41.13	\$42.58	\$44.08	\$45.62	\$37.42
														\$3.41 10.0%

2024 NEPBA Wage Schedule

Would become effective March 2024

3.0%

Grade	Starting	Median Wage By Grade										Median Difference to Lower Grade		
		1	2	3	4	5	6	7	8	9	10		11	12
Dispatcher	\$18.93	\$19.59	\$20.28	\$20.98	\$21.72	\$22.48	\$23.27	\$24.08	\$24.93	\$25.80	\$26.70	\$27.63	\$28.60	\$23.46
Senior Dispatcher	\$20.87	\$21.61	\$22.36	\$23.15	\$23.96	\$24.80	\$25.67	\$26.57	\$27.49	\$28.46	\$29.45	\$30.48	\$31.56	\$25.88
Supervisor Dispatcher	\$21.93	\$22.70	\$23.49	\$24.31	\$25.17	\$26.05	\$26.96	\$27.89	\$28.87	\$29.88	\$30.93	\$32.01	\$33.13	\$27.18
Patrol Officer	\$24.18	\$25.03	\$25.89	\$26.81	\$27.74	\$28.72	\$29.72	\$30.76	\$31.84	\$32.95	\$34.11	\$35.29	\$36.53	\$29.97
Senior Patrol Officer	\$25.38	\$26.26	\$27.19	\$28.14	\$29.12	\$30.14	\$31.20	\$32.30	\$33.43	\$34.59	\$35.81	\$37.05	\$38.35	\$31.46
Corporal	\$27.16	\$28.11	\$29.09	\$30.11	\$31.17	\$32.26	\$33.38	\$34.56	\$35.76	\$37.01	\$38.32	\$39.65	\$41.04	\$33.66
Sergeant	\$28.26	\$29.25	\$30.27	\$31.33	\$32.43	\$33.57	\$34.74	\$35.96	\$37.21	\$38.51	\$39.86	\$41.26	\$42.71	\$35.03
Staff Sergeant	\$31.09	\$32.19	\$33.31	\$34.48	\$35.67	\$36.92	\$38.23	\$39.55	\$40.94	\$42.37	\$43.86	\$45.40	\$46.99	\$38.54
														\$3.51 10.0%

