

Natick Patrol Officers' Association - Wage Schedule

Computer Purposes	(0)	(1)	(2)	(3)	(4)	(5)	(6)	(7)
	Start	Past 6 Mos	Past 1 Year	Past 18 Mos	Past 2 Years	Past 3 Years	Past 4 Years	Past 5 Years
Base Pay								
July 1, 2007 - 3%	\$719	\$751	\$784	\$815	\$850	\$885	\$915	\$951
Annual Salary	\$37,385	\$39,045	\$40,759	\$42,366	\$44,187	\$46,008	\$47,561	\$49,436
July 1, 2008 - 3%	\$741	\$773	\$807	\$839	\$875	\$911	\$942	\$979
Annual Salary	\$38,506	\$40,217	\$41,982	\$43,637	\$45,513	\$47,388	\$48,988	\$50,919
July 1, 2009 - 3%	\$763	\$797	\$832	\$864	\$901	\$939	\$970	\$1,009
Annual Salary	\$39,662	\$41,423	\$43,241	\$44,946	\$46,878	\$48,810	\$50,458	\$52,447

Shift Differential = 6% of Base Pay

July 1, 2007	\$43.14	\$45.06	\$47.04	\$48.90	\$51.00	\$53.10	\$54.90	\$57.06
July 1, 2008	\$44.46	\$46.38	\$48.42	\$50.34	\$52.50	\$54.66	\$56.52	\$58.74
July 1, 2009	\$45.78	\$47.82	\$49.92	\$51.84	\$54.06	\$56.34	\$58.20	\$60.54

COMPSTAT Policing Program = 2% BASE

July 1, 2007	\$14.38	\$15.02	\$15.68	\$16.30	\$17.00	\$17.70	\$18.30	\$19.02
Annual Salary	\$747.76	\$781.04	\$815.36	\$847.60	\$884.00	\$920.40	\$951.60	\$989.04
July 1, 2008	\$14.82	\$15.46	\$16.14	\$16.78	\$17.50	\$18.22	\$18.84	\$19.58
Annual Salary	\$770.64	\$803.92	\$839.28	\$872.56	\$910.00	\$947.44	\$979.68	\$1,018.16
July 1, 2009	\$15.26	\$15.94	\$16.64	\$17.28	\$18.02	\$18.78	\$19.40	\$20.18
Annual Salary	\$793.52	\$828.88	\$865.28	\$898.56	\$937.04	\$976.56	\$1,008.80	\$1,049.36

Educational Incentive = Associates/60 Credits 10% (Quinn) (5% Non Quinn Not Shown)

July 1, 2007	\$71.90	\$75.10	\$78.40	\$81.50	\$85.00	\$88.50	\$91.50	\$95.10
Annual Salary	\$3,738.80	\$3,905.20	\$4,076.80	\$4,238.00	\$4,420.00	\$4,602.00	\$4,758.00	\$4,945.20
July 1, 2008	\$74.10	\$77.30	\$80.70	\$83.90	\$87.50	\$91.10	\$94.20	\$97.90
Annual Salary	\$3,853.20	\$4,019.60	\$4,196.40	\$4,362.80	\$4,550.00	\$4,737.20	\$4,898.40	\$5,090.80
July 1, 2009	\$76.30	\$79.70	\$83.20	\$86.40	\$90.10	\$93.90	\$97.00	\$100.90
Annual Salary	\$3,967.60	\$4,144.40	\$4,326.40	\$4,492.80	\$4,685.20	\$4,882.80	\$5,044.00	\$5,246.80

Educational Incentive = Bachelors 20% (Quinn) (8% Non Quinn Not Shown)

July 1, 2007	\$143.80	\$150.20	\$156.80	\$163.00	\$170.00	\$177.00	\$183.00	\$190.20
Annual Salary	\$7,477.60	\$7,810.40	\$8,153.60	\$8,476.00	\$8,840.00	\$9,204.00	\$9,516.00	\$9,890.40
July 1, 2008	\$148.20	\$154.60	\$161.40	\$167.80	\$175.00	\$182.20	\$188.40	\$195.80
Annual Salary	\$7,706.40	\$8,039.20	\$8,392.80	\$8,725.60	\$9,100.00	\$9,474.40	\$9,796.80	\$10,181.60
July 1, 2009	\$152.60	\$159.40	\$166.40	\$172.80	\$180.20	\$187.80	\$194.00	\$201.80
Annual Salary	\$7,935.20	\$8,288.80	\$8,652.80	\$8,985.60	\$9,370.40	\$9,765.60	\$10,088.00	\$10,493.60

Educational Incentive = Masters 25% (Quinn) 10% Non Quinn Not Shown

July 1, 2007	\$179.75	\$187.75	\$196.00	\$203.75	\$212.50	\$221.25	\$228.75	\$237.75
Annual Salary	\$9,347.00	\$9,763.00	\$10,192.00	\$10,595.00	\$11,050.00	\$11,505.00	\$11,895.00	\$12,363.00
July 1, 2008	\$185.25	\$193.25	\$201.75	\$209.75	\$218.75	\$227.75	\$235.50	\$244.75
Annual Salary	\$9,633.00	\$10,049.00	\$10,491.00	\$10,907.00	\$11,375.00	\$11,843.00	\$12,246.00	\$12,727.00
July 1, 2009	\$190.75	\$199.25	\$208.00	\$216.00	\$225.25	\$234.75	\$242.50	\$252.25
Annual Salary	\$9,919.00	\$10,361.00	\$10,816.00	\$11,232.00	\$11,713.00	\$12,207.00	\$12,610.00	\$13,117.00

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<u>July 1, 2007</u>			
Longevity 10-14 Years of Service = 2% of Base - Annually	Wkly	Annual	Maximum recalculate for Steps
Longevity 15-19 Years of Service = 3% of Base - Annually	\$19.02	\$988.72	\$49,436
Longevity 20 + Years of Service = 4% of Base - Annually	\$28.53	\$1,483.08	
	\$38.04	\$1,977.44	
<u>July 1, 2008</u>			
Longevity 10-14 Years of Service = 2% of Base - Annually	Wkly	Annual	Maximum recalculate for Steps
Longevity 15-19 Years of Service = 3% of Base - Annually	\$19.58	\$1,018.38	\$50,919
Longevity 20 + Years of Service = 4% of Base - Annually	\$29.37	\$1,527.57	
	\$39.16	\$2,036.76	
<u>July 1, 2009</u>			
Longevity 10-14 Years of Service = 2% of Base - Annually	Wkly	Annual	Maximum recalculate for Steps
Longevity 15-19 Years of Service = 3% of Base - Annually	\$20.18	\$1,048.93	\$52,447
Longevity 20 + Years of Service = 4% of Base - Annually	\$30.27	\$1,573.40	
	\$40.36	\$2,097.86	

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