

July 1, 2011	Police Officer
Monthly	
Step 1	\$6,221.00
Step 2	\$6,408.00
Step 3	\$6,600.00
Step 4	\$6,798.00
Step 5	\$7,002.00
Step 6	\$7,212.00

July 1, 2011	Police Sergeant
Monthly	
Step 1	\$7,354.00
Step 2	\$7,575.00
Step 3	\$7,802.00
Step 4	\$8,036.00
Step 5	\$8,277.00
Step 6	\$8,525.00

NOTE: Police Officer Trainees, while at the Police Academy and who have not graduated from the Police Academy, shall be compensated at a rate of ten percent (10%) less than Step 1 of the range for Police Officer.

7/1/2011 - HPOA members realize the need to continue the 3.7% salary reduction that was initiated on the 2010-2011 contract and was set to expire on 6/30/2011. Members agree to continue the reduction through the term of this MOU. The pay scale is above.

Additionally the HPOA agrees to accept 3 furlough days or 24 hours of unpaid leave to be placed in a leave bank. Each member must use their unpaid leave during this fiscal year, subject to the requirement that their supervisor only approves requests for time off that do not incur an overtime cost to the city. The 24 hours of pay will be spread over the fiscal year's 26 bi-weekly paychecks at 0.92 hours a paycheck.