

APPENDIX A

TO THE
AGREEMENT
by and between
THE CITY OF OAK HARBOR
and
OAK HARBOR POLICE ASSOCIATION
NON-COMMISSIONED UNIT

CLASSIFICATION SCHEDULE

January 1, 2021 through December 31, 2023

- A.1 Wage rates shall be as set out below to be effective the first full pay period of January of the referenced year.
- A.2 As of January 1, 2021, the wage rates have been adjusted by a market average comparable rate with comparable cities in the State of Washington.
- A.3 Effective January 1, 2021, the monthly rates of pay will be increased by two percent (2%) cost of living adjustment for employees covered by this Agreement shall be as follows:

Classification	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
		% above base step		5%	10%	15%	20%	25%
Evidence Information Specialist	PNB	\$4,089	\$4,293	\$4,498	\$4,702	\$4,907	\$5,111	
Records Information Specialist								
		% above base step		5%	10%	15%	20%	25%
Police Support Officer (PSO)	PNC	\$4,700	\$4,935	\$5,170	\$5,405	\$5,640	\$5,875	
		% btwn steps		3.5%	3.5%	3.5%	3.5%	3.5%
Records Evidence Supervisor	PND	\$5,622	\$5,819	\$6,023	\$6,234	\$6,452	\$6,678	
<i>Step 1 for Supervisor is 10% is over 5-year Records Specialist. Step 1 for Sergeant is 10% over 5-year Police Support Officer (PSO).</i>								

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A.4 Effective January 1, 2022, the monthly rates of pay set forth in A.3 will be increased by two percent (2%) cost-of-living adjustment (COLA) for employees covered by this agreement shall be as follows:

Classification	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
		<i>% above base step</i>		5%	10%	15%	20%	25%
Evidence Information Specialist	PNB	\$4,171	\$4,380	\$4,588	\$4,797	\$5,005	\$5,214	
Records Information Specialist								
		<i>% above base step</i>		5%	10%	15%	20%	25%
Police Support Officer (PSO)	PNC	\$4,794	\$5,034	\$5,273	\$5,513	\$5,753	\$5,993	
		<i>% btwn steps</i>		3.5%	3.5%	3.5%	3.5%	3.5%
Records Evidence Supervisor	PND	\$5,735	\$5,936	\$6,144	\$6,359	\$6,582	\$6,812	
		<i>Step 1 for Supervisor is 10% is over 5-year Records Specialist. Step 1 for Sergeant is 10% over 5-year Police Support Officer (PSO).</i>						

A.5 Effective January 1, 2023, the monthly rates of pay set forth in A.4 will be increased by two percent (2%) cost-of-living adjustment (COLA) for employees covered by this agreement shall be as follows:

Classification	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
		<i>% above base step</i>		5%	10%	15%	20%	25%
Evidence Information Specialist	PNB	\$4,254	\$4,467	\$4,679	\$4,892	\$5,105	\$5,318	
Records Information Specialist								
		<i>% above base step</i>		5%	10%	15%	20%	25%
Police Support Officer (PSO)	PNC	\$4,890	\$5,135	\$5,379	\$5,624	\$5,868	\$6,113	
		<i>% btwn steps</i>		3.5%	3.5%	3.5%	3.5%	3.5%
Records Evidence Supervisor	PND	\$5,850	\$6,055	\$6,267	\$6,486	\$6,713	\$6,948	
		<i>Step 1 for Supervisor is 10% is over 5-year Records Specialist. Step 1 for Sergeant is 10% over 5-year Police Support Officer (PSO).</i>						

A.6 Wage Step Increases – Any wage STEP increase shall become effective the first of the month coincident with or next following the employee's anniversary date of employment.

A.7 In the event an employee covered by this Agreement is on disciplinary status becomes otherwise eligible for a wage increase in accordance with Section A.1, such increase shall not be granted until the employee has been removed from such status by the Chief of

Police or designee. There shall be no retroactive pay adjustment under such circumstance.

- A.8 Wage Step Placement – The Union recognizes the Employer may find it necessary to hire individuals with current or prior experience in the classification of Non- Commissioned Employee. Such lateral entry placement may be assigned to any step in the Classification wage rate structure in Section A.1 at the sole discretion of the Chief of Police or designee.