

**APPENDIX A
TO THE
AGREEMENT
by and between
THE CITY OF OAK HARBOR
and
OAK HARBOR POLICE ASSOCIATION
COMMISSIONED UNIT**

CLASSIFICATION SCHEDULE

JANUARY 1, 2024 – DECEMBER 31, 2026

- 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, 2024, the wage rates have been adjusted by a market average comparable rate with comparable cities in the State of Washington. All classifications have been adjusted to reflect appropriate market adjustments to each classification from the 2023 wage rates.
- A.3 Effective January 1, 2024, the monthly rates of pay will be increased by three percent (3%) cost of living adjustment (COLA) and two percent (2%) market adjustment for employees covered by this agreement shall be as follows:

Classification	Group	Pre-Academy	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		<i>80% of Step 1</i>	<i>% above base</i>	<i>5%</i>	<i>10%</i>	<i>15%</i>	<i>20%</i>	<i>25%</i>
Police Officer	PO1	\$5,381	\$6,726	\$7,062	\$7,399	\$7,735	\$8,071	\$8,408
Police Sergeant	PS1		\$9,249	\$9,447	\$9,648	\$9,854	\$10,064	
<i>Step 6 Officer is 25% over Step 1 Officer. Step 1 Sergeant is 10% over Step 6 Officer.</i>								

- A.4 Effective January 1, 2025, the monthly rates of pay set forth in A.3 will be increased by two percent (2%) cost-of-living adjustment (COLA) and two percent (2%) market adjustment for employees covered by this agreement shall be as follows:

Classification	Group	Pre-Academy	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		<i>80% of Step 1</i>	<i>% above base</i>	<i>5%</i>	<i>10%</i>	<i>15%</i>	<i>20%</i>	<i>25%</i>
Police Officer	PO1	\$5,596	\$6,995	\$7,345	\$7,695	\$8,045	\$8,394	\$8,745
Police Sergeant	PS1		\$9,619	\$9,825	\$10,034	\$10,248	\$10,467	
<i>Step 6 Officer is 25% over Step 1 Officer. Step 1 Sergeant is 10% over Step 6 Officer.</i>								

- A.5 Effective January 1, 2026, the monthly rates of pay set forth in A.4 will be increased by

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two percent (2%) cost-of-living adjustment (COLA) and one percent (1%) market adjustment for employees covered by this agreement shall be as follows:

Classification	Group	Pre-Academy	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
		80% of Step 1	% above base	5%	10%	15%	20%	25%
Police Officer	PO1	\$5,764	\$7,205	\$7,565	\$7,926	\$8,286	\$8,646	\$9,007
Police Sergeant	PS1		\$9,908	\$10,119	\$10,335	\$10,556	\$10,781	
<i>Step 6 Officer is 25% over Step 1 Officer. Step 1 Sergeant is 10% over Step 6 Officer.</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 and becomes otherwise eligible for a wage increase in accordance with Appendix 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 Association recognizes the Employer may find it necessary to hire individuals with current or prior experience in the classification of Commissioned Employee. Such lateral entry placement may be assigned to any step in the Classification wage rate structure in Appendix A.1 at the sole discretion of the Chief of Police or designee.
- A.9 Pre-Academy Wage - The Association recognizes the Employer may find it necessary to hire individuals prior to Police Academy convening dates. New hire employees awaiting the start of their Police Academy class, may be hired at a “Pre-Academy Wage” modified pay rate, based on the Classification wage rate structure in Appendix A, at the sole discretion of the Chief of Police or designee. Employees hired at the Pre-Academy Wage modified rate will advance to Step 1 in the Classification wage rate structure on the first day of the month when they begin the Police Academy.

The following rate will be the Pre-Academy Wage modified pay rate:

- 80% of Step 1 Police Officer Base Wage.
- A.10 During this same time, and up until the first day of the month the new hire employee begins the Police Academy, the new hire employee falling within this category will operate under the Collective Bargaining Agreement (CBA), with the following exceptions:
- Article 7 – The schedule for the employee may vary and will be at the discretion of the Chief of Police or designee.
 - Article 10.1 – The employee will be considered “non-essential” and may be assigned to take holidays off on the days of the holiday (or when they are recognized).
 - Article 12.2 – The employee will not receive an advance sick leave bank (96 hours), but each month they will receive the standard amount earned per month (8-hours). They will receive a bank of hours beginning on the first day of the month they begin

the Police Academy, minus the number of hours they may have already received.

- Article 15 – The employee will not be issued equipment under this section until a time to be determined by the Chief of Police or designee. They will be issued “Pre-Academy” work clothing (i.e., polo shirts and cargo pants).
- These modifications may be waived by the Chief of Police or designee.



APPENDIX B – INCENTIVE PAY

B.1 Education Incentive Pay

- B.2 Employees covered by this Agreement with an **Associate’s of Arts or Science degree** from an accredited institution shall receive three percent (3%) of the applicable wage rate of pay in Appendix A or as amended.
- B.3 Employees covered by this Agreement with a **Bachelor’s of Arts or Science degree** from an accredited institution shall receive six percent (6%) of the applicable wage rate of pay in Appendix A or as amended.
- B.4 It is understood that the Education Pay in Appendix B.2 and B.3 shall only be awarded upon completion of probation and when an actual degree from an accredited college or university is presented by the applicant for the applicable incentive increase.
- B.5 Those already receiving pay for college credits from a previous agreement, would continue receiving the same pay rate until they terminate employment, or another agreement supersedes or modifies this Appendix B.
- B.6 Employees who possess a degree as outlined in B.2-B.3 above, would receive the education incentive pay based on this Appendix B.

B.7 Longevity Incentive Pay

B.8 Upon adoption of this agreement, longevity will be paid to employees after completion of five (5) years of consecutive years of continuous full-time employment with the City as follows based on the employee’s base wage rate of pay:

Five (5) years	Two percent (2%)
Ten (10) years	Three percent (3%)
Fifteen (15) years	Four percent (4%)
Twenty-plus (20+) years.....	Five percent (5%)

Longevity percentages are not compounded

B.9 Retroactive checks to be issued within thirty (30) days after signing of contract. The retroactive pay will only apply to those employees who are employed with the City at the time the contract is officially approved and ratified by the Union and the City.

