

**APPENDIX A
TO THE
AGREEMENT
by and between
THE CITY OF OAK HARBOR
and
OAK HARBOR POLICE ASSOCIATION
COMMISSIONED UNIT
JANUARY 1, 2013 – DECEMBER 31, 2016**

A.1 Wage rates shall be as set out below to be effective the first full pay period of January of the referenced year:

2013

POLICE OFFICER

GRID	80%	84%	88%	92%	96%	100%
Months	0-12 Mo.	13-24 Mo.	25-36 Mo.	37-48 Mo.	49-60 Mo.	61+ Mo.
Step	0	1	2	3	4	5
Jan-2013	\$4,816	\$5,057	\$5,298	\$5,538	\$5,779	\$6,020

0% COLA

SERGEANT (Months as Sergeant)

GRID	10%	12%	14%	(% over 5-yr Officer)
Months	0-12 Mo.	13-24 Mo.	25-36 Mo.	
Step	0	1	2	
Jan-2013	\$6,622	\$6,742	\$6,863	

2014

POLICE OFFICER

GRID	80%	84%	88%	92%	96%	100%
Months	0-12 Mo.	13-24 Mo.	25-36 Mo.	37-48 Mo.	49-60 Mo.	61+ Mo.
Step	0	1	2	3	4	5
Jan-2014	\$5,105	\$5,360	\$5,616	\$5,870	\$6,126	\$6,381

2% COLA
4% Market

SERGEANT (Months as Sergeant)

GRID	10%	12%	14%	(% over 5-yr Officer)
Months	0-12 Mo.	13-24 Mo.	25-36 Mo.	
Step	0	1	2	
Jan-2014	\$7,019	\$7,147	\$7,275	

OAK HARBOR POLICE
COMMISSIONED UNIT

2015

POLICE OFFICER

GRID Months Step	80% 0-12 Mo. 0	84% 13-24 Mo. 1	88% 25-36 Mo. 2	92% 37-48 Mo. 3	96% 49-60 Mo. 4	100% 61+ Mo. 5
Jan-2015	\$5,284	\$5,548	\$5,812	\$6,076	\$6,340	\$6,605

2% COLA
1.5%*

SERGEANT (Months as Sergeant)

GRID Months Step	10% 0-12 Mo. 0	12% 13-24 Mo. 1	14% 25-36 Mo. 2	(% over 5-yr Officer)
Jan-2015	\$7,265	\$7,397	\$7,529	

*It is agreed that 1.5% wage increase was granted in recognition that Officers are called upon to perform assignments which involve special training or duties.

2016

POLICE OFFICER

GRID Months Step	80% 0-12 Mo. 0	84% 13-24 Mo. 1	88% 25-36 Mo. 2	92% 37-48 Mo. 3	96% 49-60 Mo. 4	100% 61+ Mo. 5
Jan-2016	\$5,416	\$5,687	\$5,958	\$6,228	\$6,499	\$6,770

2.5% COLA

SERGEANT (Months as Sergeant)

GRID Months Step	10% 0-12 Mo. 0	12% 13-24 Mo. 1	14% 25-36 Mo. 2	(% over 5-yr Officer)
Jan-2016	\$7,447	\$7,582	\$7,718	