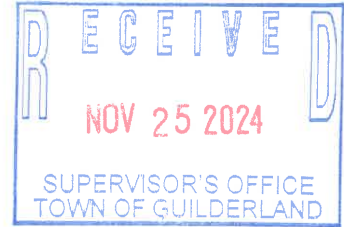


AGENDA ITEM #3

TOWN OF GUILDERLAND
P.O. BOX 339
GUILDERLAND, NY 12084
(518) 356-1980



INTER-OFFICE MEMORANDUM

TO: Peter G. Barber, Town Supervisor and Board Members
FROM: Darci Efaw, Comptroller
DATE: November 27, 2024
RE: Town Board Agenda item(s)

Please consider approval of the following:

- Memorandum of Agreement between the Town and the Police Benevolent Association for the term of January 1, 2025 through December 31, 2027.

MEMORANDUM OF AGREEMENT

BETWEEN

TOWN OF GUILDERLAND

AND

GUILDERLAND POLICE BENEVOLENT ASSOCIATION

The Town of Guilderland (the “Employer” or “Town”) and the Guilderland Police Benevolent Association (“PBA”) are parties to an Agreement for a stated term of January 1, 2020 through December 31, 2024 (“Collective Bargaining Agreement”). Subject to ratification by the PBA and approval by the Town Board, the parties hereby agree to modify the Collective Bargaining Agreement as follows:

1. The term of the Agreement shall be January 1, 2025 through December 31, 2027.
2. The salary and wage schedules, RID stipend and Canine stipend in effect on

December 31, 2024 shall be amended as follows:

Effective January 1, 2025:	Increase of 3.00%
Effective January 1, 2026:	Increase of 3.00%
Effective January 1, 2027:	Increase of 3.00%

3. Effective January 1, 2025, a new Article 7.1.3 shall be added as follows:

Employees shall be entitled to Seniority Pay on an annual basis in the following amounts:

10 Years of Service-14 Years of Service:	\$1,000.00
15 Years of Service-19 Years of Service:	\$2,000.00
20+ Years of Service:	\$2,500.00

Seniority Pay shall be added to base salary for payroll purposes, paid on a bi-weekly basis and shall be included for all calculation purposes, including but not limited to, overtime and pension calculations.

All subsequent sections of Article 7 shall be re-numbered accordingly.

4. Effective January 1, 2025, Sick Leave Incentive Pay contained in Article 10.2 shall be eliminated.

5. Effective January 1, 2025, amend Article 7.1.4 Shift Differential by changing “\$1,200” to “\$1,700” and by changing “\$1,500” to “\$2,000”.

6. On Call Pay

Effective January 1, 2025, Members of the Investigative Unit shall receive a stipend in the amount of three (3) hours at their overtime rate of pay for each week that they are on call. This stipend shall be paid on a bi-weekly basis and shall not be used in the calculation of the overtime rate.

Effective January 1, 2025, Sergeants shall receive a stipend in the amount of three (3) hours at their overtime rate of pay for each week that they are on call. This stipend shall be paid on a bi-weekly basis and shall not be used in the calculation of the overtime rate.

7. Field Training Officer

Effective January 1, 2025, Members who perform the duties of Field Training Officer shall receive a stipend in the amount of one-half (½) hour at their overtime rate of pay for each day or portion of the day that they perform the duties of a Field Training Officer.

8. Effective January 1, 2025, a new Article entitled Leave Donation Program shall be added as follows:

Leave Donation Policy

The intent of this Leave Donation Program is to provide assistance to bargaining unit members who have a personal or family health related situation. To address this need, bargaining unit members will be allowed to donate time from their unused accruals to other bargaining unit members in accordance with the provisions of this Article.

Eligibility

Employees requesting donation must have (Medical documentation is required upon request):

- (a) contracted an illness such as cancer or heart disease or undergone major surgery;

- (b) sustained an illness or injury and is unable to perform his or her duties for a period of more than thirty (30) consecutive calendar days;
- (c) a serious health condition that is a non-occupational illness, injury or disability of the employee.
- (d) a serious health condition of an immediate family member. Immediate family member is defined as spouse, domestic partner, child, parent or other relationship in which the employee is the legal guardian or sole caretaker.

Guidelines

Employees who donate vacation, compensatory time or sick time from their unused balance must adhere to the following requirements:

- (a) Donation minimum – One (1) day.
- (b) Must be employed with the Town for a minimum of one (1) year in a permanent position in which one qualifies for benefits
- (c) Must have a minimum balance of five (5) days in each accrual bank after making the donation.

Procedure

Employees who would like to make a request to receive donated time are required to complete a Leave Donation Request Form which includes authorization to present their request to their co-workers for the sole purpose of soliciting donations. The employer may not solicit donations on the employee's behalf without this request. This request must be made to the Chief.

Employees who wish to donate time to a co-worker in need must complete a Leave Donation Form. The identity of donors may not be disclosed by management.

Employees may not donate leave credits that would otherwise have been forfeited. Employees who have submitted their resignation or retirement or who has received notice of termination of employment can only donate leave credits for which they can receive a lump sum payment upon separation.

Approval

Requests for donations of time must be approved by the Chief said approval shall not be withheld if the request complies with the requirements of this Article. Donated time may only be used for time off related to the approved request. Time donated that is in excess of the time off needed will be returned to the donor.

Status of Recipients

Recipient employees are deemed to be in a leave without pay status for attendance and leave purposes. They will not earn monthly leave accruals or pass days in lieu of holidays. The employee continues to have health insurance premiums, retirement contributions and other payroll deductions withheld from their paycheck so long as the paycheck is in an amount sufficient to cover these deductions. Employees continue to receive retirement service credit for days in pay status.

Processing Donations

If the recipient employee is separated from services or returns to work and no additional absences are anticipated, the Town will return unused days to any donor whose donation was not fully utilized.

9. Add a new Article to Article 10 - Sick Leave providing as follows:

Effective January 1, 2025, the Town shall provide all employees the benefits of New York State Retirement and Social Security Law Section 341(j). At the time of retirement, employees must choose between this benefit and converting sick time to a bank pursuant to Section 12.1.4(f) of this Agreement.

10. Modify Article 10 – Paid Leaves, Section 10.4.1 as follows:

Incorporate the General Municipal Law Section 207-c Procedure attached hereto, made a part hereof and incorporated herein by reference as **Exhibit “A”**.

11. Modify the second sentence of Article 9.2.1 by changing “second payroll period of December” to “first payroll period of December”.

12. Modify Article 10.53 – Personal Leave by changing “second payroll period of December” to “first payroll period in December” in the second sentence.

13. Modify Section 12.1.2 by adding “or parent” to the opt-out language. As such, Section 12.1.2 shall read as follows:

An employee shall not be entitled to the opt-out payment if the employee and his/her spouse or parent are all employed by the Town and the employee is being provided with health insurance coverage by the Town through his/her spouse or parent.

14. The parties agree to establish a Labor/Management Committee to discuss the implementation of an alternative work schedule.

15. The parties agree to establish a Labor/Management Committee dedicated to exploring changing the health insurance plans offered by the Town to one or more plans offered through a municipal health insurance consortium during the term of this Agreement. In the event that such a plan(s) is identified during the term of this Agreement and the parties cannot come to an Agreement concerning the adoption of same, the issue will be submitted to arbitration pursuant to the Grievance and Arbitration Article of this Agreement. In the event the arbitrator determines that the new plan(s) provides network access, coverage, benefits, co-payments, co-insurance and deductibles which are equal to or better than the plan currently in effect, the Town shall be entitled to implement the proposed plan. If the proposed plan is a self-insured plan, it must provide, at all times, all services and benefits required to be provided by New York State and/or federal law or regulation as if provided by an insurer licensed under the New York State Insurance Law.

16. Delete the current Section 3.1 – Management Rights and replace with the following:

It is agreed that the Town, except as superseded by, limited by, or modified by this Agreement, and/or applicable law, administrative rules or regulations, retains and reserves unto itself and its duly elected officials, the following: all of the authority, powers, rights and responsibilities conferred upon, invested in it and its officials by law, ordinance or applicable administrative rules or regulations including, but not limited to, the right to determine the mission, purpose, objectives, programs, services and policies of the Town; to determine the facilities, methods, means and number of personnel required for conduct of Town programs; to administer personnel policies such as selection, recruitment, and hiring of employees, pursuant to and as is consistent with and in accordance with this Agreement and applicable law, and/or administrative rules or regulations; to direct, deploy, utilize and determine the size of the work force; to lay off, demote, discharge or otherwise discipline employees in accordance with the provisions of this Agreement, and/or applicable law, administrative rules or regulations and to relieve employees from duties because of lack of work, shortage of funds, reorganization, to maintain the efficiency of its operations. Provided, however, that none of the above language takes away the right of the PBA to negotiate the impact of any decision made under this clause.


It is agreed by the Town, the Department and the PBA that the Town and Department are obligated, legally and morally, to provide equality of opportunity, consideration and

treatment of all members of the Department and to establish policies and regulations that will ensure such equality of opportunity, consideration and treatment of all members employed by the Town/Department.

17. Except as modified herein and language clarifications which may be agreed to by the parties in preparing the successor merged Collective Bargaining Agreement, all language and terms of the Collective Bargaining Agreement shall continue unchanged and are incorporated herein by reference.

Agreed to this 18 day of November, 2024

GUILDERLAND POLICE BENEVOLENT ASSOCIATION

By: 
Tylor Stevens, President

TOWN OF GUILDERLAND

By: 
Darci Efaw, Comptroller/Director of HR

EXHIBIT “A”

POLICY FOR GENERAL MUNICIPAL LAW SECTION 207-c BENEFITS

A. Intent.

This policy shall regulate the application for and determination of benefits, light duty assignments, and all other disputes related to injuries or illness incurred and/or claimed to have been incurred in the performance of duty pursuant to General Municipal Law Section 207-c and the assignment to light duties.

B. Notice of Injury and Application for Benefits.

(1) An Employee or some other person acting on behalf of such Employee shall apply to the Chief of Police or his/her designee (collectively the "Chief") for General Municipal Law Section 207-c benefits related to any injury or reinjury resulting from the performance of the Employee's duties or illness suffered as a result of the performance of duties.

(2) An application for General Municipal Law Section 207-c benefits must be made in writing on the form attached to this Policy. An application may be made by the Employee, his/her immediate supervisor or his/her designee or some other person acting on behalf of such Employee.

An application shall be deemed untimely unless it is delivered to the Chief within thirty (30) days after the date of the injury or illness upon which the application is based or within thirty (30) days after the Employee discovers, or should have discovered, the injury, reinjury or illness upon which the application is based, whichever is later. However, if the Chief or his/her designee becomes aware by other means, or the Town is not prejudiced by the failure of the Employee to give such notice, then it shall have no bearing on the determination of the Employee's right to General Municipal Law Section 207-c benefits. In the event of a reoccurrence of either an injury or an illness which gives rise to a claim for General Municipal Law Section 207-c benefits, the Employee should again give notice to the Chief as set forth herein.

(3) The Chief may, in his/her discretion, excuse the failure to file the application as set forth herein upon a showing of good cause.

(4) After the filing of the application, the Town shall have the right to obtain any and all medical information and records that are relevant to a determination regarding General Municipal Law Section 207-c benefits or light duty assignments. Upon application for benefits, and at such future times as may be necessary, the Employee shall sign the authorization form(s) which is attached to this Policy so that treating physicians and any other health care providers may release such information and records to the Town.

C. Status Pending Determination of Eligibility for Benefits.

In the event an Employee asserts an inability to perform duties, he or she shall be placed on sick leave until such time as it is determined, pursuant to Paragraph D, whether he or she is eligible for General Municipal Law Section 207-c benefits. In the event that an Employee does not have available sick leave benefits pending a determination, he or she may use any other accrued leave time to maintain pay status. In the case of an Employee who has

no accrued leave to his/her credit, the Town will advance sick leave for the purposes of this Section C until such time as a final and binding determination is made pursuant to this procedure. In the event that an Employee is denied eligibility for General Municipal Law Section 207-c benefits and the Employee does not appeal this denial or the denial of benefits is upheld after an appeal, then the Employee shall reimburse the Town for the sick leave time advanced in time or money. In the event an Employee is determined to be eligible for General Municipal Law Section 207-c benefits, all sick or other leave benefits that may have been used during the time that his/her status was pending regarding a determination of eligibility, shall be restored to said Employee and he/she shall not be required to reimburse the Town, in time or in money, for any sick time advanced.

D. Benefit Determination.

(1) An application for General Municipal Law Section 207-c benefits shall be processed in the following manner:

- a) The Chief shall render a written decision on the application for benefits as soon as practicable but in no event later than fifteen (15) days after receipt of all necessary information, including, but not limited to, the receipt of medical records from treating physicians and any other health care providers. Notwithstanding anything contained in Paragraph C, supra, in the event that a written decision is not issued within thirty (30) days of submission of his/her application and duly executed medical authorization(s), the Employee shall be temporarily placed on General Municipal Law Section 207-c leave pending receipt of the written decision. An Employee's leave credits shall not be applied while he/she is on temporary General Municipal Law Section 207-c leave. A copy of the decision shall be mailed to the Employee and his/her representative at the address(es) specified in the application.
- b) If the decision is that the Employee is eligible for General Municipal Law Section 207-c benefits, then the Employee shall be so categorized and pursuant thereto any time off taken due to such injury or illness shall be charged to General Municipal Law Section 207-c leave. The Employee's General Municipal Law Section 207-c benefits shall continue so long as the Employee remains eligible.
- c) In the event an Employee is adversely affected by a determination, he/she may submit such dispute to arbitration in accordance with Paragraph "G" hereof.
- d) Upon the request of the Employee or his/her representative, a copy of all documents obtained and/or used by the Chief in his/her determination regarding initial or continued eligibility for any General Municipal Law Section 207-c benefits shall be given to the Employee. This production shall not require the Chief or the Town to provide information or records subject to the attorney client privilege, material prepared in anticipation of litigation, attorney work product, or information, documents, or reports received after the Chief's decision on benefits or were not utilized in making the decision.

E. Review of Disability.

(1) The Chief may periodically review cases of Employees receiving General Municipal Law Section 207-c benefits for the purpose of determining whether the individual continues to be entitled to General Municipal Law Section 207-c benefits, and in furtherance

thereof may take such action as is appropriate under the law.

(2) Upon receipt of a certification from the Town's Medical Director, or a medical provider-designee, that an Employee has recovered and is physically and/or psychologically able to perform the regular duties of his position, the Chief shall notify the Employee in writing of the Town's desire to terminate his/her General Municipal Law Section 207-c benefits setting forth the proposed effective date thereof and a copy of the Medical Provider certification.

(3) Employees who dispute any aspect of the proposed termination of his/her General Municipal Law Section 207-c benefits may submit such dispute to arbitration in accordance with Paragraph "G" hereof.

F. Assignment to Light Duty.

(1) The Town, acting through the Chief, may assign an Employee specified light duties provided, however, that such light duty shall be consistent with his/her status as a police officer and shall enable him/her to continue to be entitled to his/her regular salary or wages, including increases thereof and fringe benefits, to which he/she would have been entitled if he/she were able to perform his/her regular duties. The Chief, prior to making a light duty assignment, shall advise the Employee receiving General Municipal Law Section 207-c benefits that his/her ability to perform a light duty assignment is being reviewed. Such an Employee may submit to the Chief, for his/her consideration, any document or other evidence in regard to the extent of his/her disability. The Chief may cause a medical examination or examinations of the Employee to be made at the expense of the Town. The physician/health authority selected shall be provided with a written list of types of duties and activities associated with the proposed light duty assignment and shall prepare a written evaluation as to the specified duties or activities, given the nature and extent of the disability. Upon review of the medical assessment of the Employee's ability to perform a proposed light duty assignment, the Chief may make a light duty assignment which, if such an assignment is made, shall be consistent with said medical opinion.

(2) Prior to the effective date of any light duty assignment, the Employee shall be provided a copy of the written assessment of the health authority or physician referred to in paragraph "(1)" herein and a copy of the light duty assignment submitted to the health authority or physician referred to in paragraph "(1)" herein.

(3) Employees who dispute any aspect of a light duty capability determination made by the Chief may submit such dispute to arbitration in accordance with Paragraph "G" hereof.

G. Appeal of Adverse Determination.

(1) In the event the Employee is not satisfied with any decision of the Chief under this Policy and wishes to appeal the decision, the Employee shall file within twenty-one (21) days of receipt of the Chief's decision a written demand for arbitration. The claim shall be submitted to binding arbitration pursuant to the procedure for submission of a grievance to arbitration contained in the collective bargaining agreement.

(2) The fees and expenses of the arbitrator and the administrative agency shall be equally divided between the Town and the Employee.

The arbitrator shall have the authority to consider and decide all allegations and defenses made with regard to the General Municipal Law Section 207-c benefits claim, including but not limited to assertions regarding the timeliness of the General Municipal Law Section 207-c benefits claim. In the event of a dispute between the parties as to the nature of the proceeding, the arbitrator shall first decide whether the proceeding presents an issue of an Employee's initial entitlement to General Municipal Law Section 207-c benefits or whether the proceeding presents an issue of termination or discontinuance of General Municipal Law Section 207-c benefits. The burden of proceeding with evidence as to the nature of the issue(s) presented shall be on the Employee. In the event the arbitrator decides that the matter presents an initial General Municipal Law Section 207-c benefits claim, the Employee shall have the burden of proof by a preponderance of the evidence that he/she is entitled to receive the General Municipal Law Section 207-c benefits with respect to an injury or illness alleged to have occurred in the performance of his/her duties or to an injury or illness resulting from the performance of duties which necessitated medical or other lawful remedial treatment. In the event the arbitrator decides the matter presents a termination or discontinuance of General Municipal Law Section 207-c benefits, including but not limited to a discontinuance of General Municipal Law Section 207-c benefits, the Town shall have the burden of proof by a preponderance of the evidence that the Employee is no longer eligible for General Municipal Law Section 207-c benefits.

(3) The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this procedure. The arbitrator shall have no authority to make a decision on any issue not submitted or raised by the parties.

(4) The decision and award of the arbitrator shall be final and binding on all the parties.

H. Miscellaneous.

(1) In the event that any article, section or portion of this procedure is found to be invalid by a decision of a tribunal of competent jurisdiction, then such specific article, section or portion shall be of no force and effect, but the remainder of this procedure shall continue in full force and effect. Upon the issuance of a decision invalidating any article, section or portion of this procedure, either party shall have the right immediately to reopen negotiations with respect to a substitute for such invalidated article, section or portion of this provision.

(2) An applicant hereunder may have a representative of his choosing at any stage of this procedure.

(3) Once an Employee has been determined to be eligible to receive General Municipal Law Section 207-c benefits, those benefits will continue pending a final determination of an arbitrator or until the Employee abandons the process.

(4) This procedure shall take effect on January 1, 2025 and shall apply to any claim of entitlement to or discontinuance of General Municipal Law Section 207-c benefits and all light duty capability determinations made after that date regardless of the date of the injury or illness.

APPENDIX A-1 - POLICE OFFICERS SALARY SCHEDULE

	Entry	1st Yr	2nd Yr	3rd Yr	4th Yr	15th Yr	16th Yr	18th Yr	20th Yr
1/1/2020	\$55,023	\$69,565	\$74,694	\$79,088	\$85,470		\$91,186	\$91,828	
1/1/2021	\$56,124	\$70,956	\$76,188	\$80,669	\$87,180		\$93,010	\$93,664	\$95,164
1/1/2022	\$57,527	\$72,730	\$78,093	\$82,686	\$89,359	\$95,661	\$96,335	\$97,006	\$98,543
1/1/2023	\$58,965	\$74,548	\$80,045	\$84,753	\$91,593	\$98,552	\$99,243	\$99,931	\$101,507
1/1/2024	\$60,439	\$76,412	\$82,046	\$86,872	\$93,883	\$101,016	\$101,725	\$102,929	\$104,545
1/1/2025	\$62,252	\$78,704	\$84,507	\$89,478	\$96,699	\$104,046	\$104,777	\$106,017	\$107,681
1/1/2026	\$64,120	\$81,065	\$87,043	\$92,163	\$99,600	\$107,168	\$107,920	\$109,197	\$110,912
1/1/2027	\$66,043	\$83,497	\$89,654	\$94,927	\$102,588	\$110,383	\$111,158	\$112,473	\$114,239
5th Yr		7th Yr	10th Yr	12th Yr	14th Yr				
1/1/2020	\$87,547	\$88,301	\$89,041	\$89,781	\$90,541		\$91,186	\$91,828	
1/1/2021	\$89,298	\$90,067	\$90,822	\$91,577	\$92,352		\$93,010	\$93,664	\$95,164
1/1/2022	\$91,530	\$92,318	\$93,093	\$93,866	\$94,661	\$95,661	\$96,335	\$97,006	\$98,543
1/1/2023	\$93,818	\$94,626	\$95,420	\$96,213	\$97,027	\$98,552	\$99,243	\$99,931	\$101,507
1/1/2024	\$96,164	\$96,992	\$97,806	\$98,618	\$99,453	\$101,016	\$101,725	\$102,929	\$104,545
1/1/2025	\$99,049	\$99,902	\$100,740	\$101,577	\$102,437	\$104,046	\$104,777	\$106,017	\$107,681
1/1/2026	\$102,020	\$102,899	\$103,762	\$104,624	\$105,510	\$107,168	\$107,920	\$109,197	\$110,912
1/1/2027	\$105,081	\$105,986	\$106,875	\$107,763	\$108,675	\$110,383	\$111,158	\$112,473	\$114,239

APPENDIX A-2 - SENIOR PATROL OFFICERS SALARY SCHEDULE

		Senior Patrol Officer 1st Year									
	1st Year	2nd Year	3rd Year	4th Year							
1/1/2020	\$70,910	\$76,039	\$80,432	\$86,814							
1/1/2021	\$72,328	\$77,560	\$82,041	\$88,551							
1/1/2022	\$74,137	\$79,499	\$84,091	\$90,764							
1/1/2023	\$75,990	\$81,487	\$86,194	\$93,034							
1/1/2024	\$77,890	\$83,524	\$88,348	\$95,359							
1/1/2025	\$80,227	\$86,030	\$90,998	\$98,220							
1/1/2026	\$82,634	\$88,611	\$93,728	\$101,166							
1/1/2027	\$85,113	\$91,269	\$96,540	\$104,201							
Longevity	5th Yr	7th Yr	10th Yr	12th Yr	14th Yr	15th Yr	16th Yr	18th Yr	20th Yr		
1/1/2020	\$88,891	\$95,647	\$102,601	\$109,857	\$117,413	\$125,270	\$133,427	\$141,885	\$150,644		
1/1/2021	\$90,669	\$97,440	\$104,499	\$111,755	\$119,311	\$127,168	\$135,325	\$143,783	\$152,542		
1/1/2022	\$92,935	\$99,725	\$106,981	\$114,437	\$122,193	\$130,250	\$138,607	\$147,265	\$156,224		
1/1/2023	\$95,259	\$102,068	\$109,292	\$116,840	\$124,697	\$132,864	\$141,331	\$150,199	\$159,368		
1/1/2024	\$97,640	\$104,470	\$111,726	\$119,400	\$127,381	\$135,668	\$144,261	\$153,160	\$162,365		
1/1/2025	\$100,569	\$107,424	\$114,700	\$122,397	\$130,404	\$138,821	\$147,548	\$156,585	\$165,832		
1/1/2026	\$103,586	\$110,467	\$117,774	\$125,500	\$133,637	\$142,184	\$151,041	\$160,208	\$169,595		
1/1/2027	\$106,694	\$113,601	\$120,938	\$129,194	\$137,761	\$146,738	\$156,025	\$165,622	\$175,429		
		Senior Patrol Officer 2nd Year									
	2nd Year	3rd Year	4th Year								
1/1/2020	\$77,049	\$81,465	\$87,825								
1/1/2021	\$78,589	\$83,095	\$89,581								
1/1/2022	\$80,554	\$85,172	\$91,821								
1/1/2023	\$82,568	\$87,301	\$94,117								
1/1/2024	\$84,632	\$89,484	\$96,470								
1/1/2025	\$87,171	\$92,169	\$99,364								
1/1/2026	\$89,786	\$94,934	\$102,345								
1/1/2027	\$92,480	\$97,782	\$105,415								
Longevity	5th Yr	7th Yr	10th Yr	12th Yr	14th Yr	15th Yr	16th Yr	18th Yr	20th Yr		
1/1/2020	\$99,899	\$106,655	\$113,396	\$120,134	\$127,089	\$134,360	\$141,947	\$149,850	\$158,069		
1/1/2021	\$101,697	\$108,468	\$115,224	\$122,071	\$129,126	\$136,397	\$143,884	\$151,587	\$159,500		
1/1/2022	\$103,990	\$110,779	\$117,554	\$124,421	\$131,476	\$138,747	\$146,234	\$153,937	\$161,850		
1/1/2023	\$106,339	\$113,149	\$119,943	\$126,820	\$133,885	\$141,156	\$148,643	\$156,346	\$164,264		
1/1/2024	\$108,748	\$115,577	\$122,391	\$129,330	\$136,493	\$143,880	\$151,481	\$159,296	\$167,325		
1/1/2025	\$111,710	\$118,564	\$125,403	\$132,426	\$139,633	\$147,124	\$154,801	\$162,664	\$170,803		
1/1/2026	\$114,762	\$121,641	\$128,505	\$135,652	\$142,983	\$150,598	\$158,407	\$166,410	\$174,709		
1/1/2027	\$117,905	\$124,810	\$131,700	\$138,773	\$145,930	\$153,271	\$160,796	\$168,405	\$176,200		
		Senior Patrol Officer 3rd Year and Thereafter									
	3rd Year	4th Year									
1/1/2020	\$82,114	\$88,497									
1/1/2021	\$83,756	\$90,267									
1/1/2022	\$85,850	\$92,523									
1/1/2023	\$87,996	\$94,836									
1/1/2024	\$90,196	\$97,207									
1/1/2025	\$92,902	\$100,123									
1/1/2026	\$95,689	\$103,127									
1/1/2027	\$98,560	\$106,221									
Longevity	5th Yr	7th Yr	10th Yr	12th Yr	14th Yr	15th Yr	16th Yr	18th Yr	20th Yr		
1/1/2020	\$90,572	\$97,327	\$104,068	\$110,806	\$117,638	\$124,565	\$131,688	\$138,907	\$146,322		
1/1/2021	\$92,384	\$99,153	\$105,909	\$112,662	\$119,510	\$126,453	\$133,491	\$140,624	\$147,852		
1/1/2022	\$94,693	\$101,483	\$108,257	\$115,126	\$122,010	\$129,039	\$136,213	\$143,532	\$150,996		
1/1/2023	\$97,060	\$103,870	\$110,660	\$117,529	\$124,468	\$131,567	\$138,816	\$146,215	\$153,764		
1/1/2024	\$99,487	\$106,316	\$113,130	\$120,029	\$127,004	\$134,145	\$141,452	\$148,925	\$156,556		
1/1/2025	\$102,472	\$109,325	\$116,164	\$123,089	\$130,188	\$137,451	\$144,878	\$152,469	\$160,224		
1/1/2026	\$105,546	\$112,425	\$119,289	\$126,228	\$133,337	\$140,506	\$147,835	\$155,324	\$162,973		
1/1/2027	\$108,712	\$115,618	\$122,507	\$129,471	\$136,500	\$143,693	\$151,050	\$158,571	\$166,256		

APPENDIX B-1 - SERGEANTS SALARY SCHEDULE

Sergeant 1st Year												
5th Year	7th Year	10th Year	12th Year	14th Year	15th Yr	16th Year	18th Year	20th Year				
1/1/2020	\$90,455	\$91,209	\$91,951	\$92,688	\$93,450	\$94,097	\$94,736					
1/1/2021	\$92,264	\$93,033	\$93,790	\$94,542	\$95,319	\$95,979	\$96,631	\$98,131				
1/1/2022	\$94,571	\$95,359	\$96,135	\$96,905	\$97,702	\$98,378	\$100,046	\$101,584				
1/1/2023	\$96,935	\$97,743	\$98,538	\$99,328	\$100,145	\$101,670	\$102,363	\$103,048	\$104,623			
1/1/2024	\$99,358	\$100,187	\$101,001	\$101,811	\$102,648	\$104,212	\$104,922	\$106,124	\$107,739			
1/1/2025	\$102,339	\$103,193	\$104,031	\$104,865	\$105,727	\$107,338	\$108,070	\$109,308	\$110,971			
1/1/2026	\$105,409	\$106,288	\$107,152	\$108,011	\$108,899	\$110,559	\$111,312	\$112,587	\$114,300			
1/1/2027	\$108,571	\$109,477	\$110,367	\$111,252	\$112,166	\$113,875	\$114,651	\$115,965	\$117,729			
Sergeant 2nd Year												
5th Year	7th Year	10th Year	12th Year	14th Year	15th Yr	16th Year	18th Year	20th Year				
1/1/2020	\$93,365	\$94,120	\$94,860	\$95,599	\$96,360	\$97,005	\$97,646					
1/1/2021	\$95,232	\$96,002	\$96,757	\$97,511	\$98,287	\$98,945	\$99,599	\$101,099				
1/1/2022	\$97,614	\$98,402	\$99,176	\$99,948	\$100,744	\$101,744	\$102,419	\$103,089	\$104,627			
1/1/2023	\$100,054	\$100,862	\$101,656	\$102,447	\$103,263	\$104,788	\$105,479	\$106,167	\$107,743			
1/1/2024	\$102,555	\$103,383	\$104,197	\$105,008	\$105,844	\$107,407	\$108,116	\$109,321	\$110,936			
1/1/2025	\$105,632	\$106,484	\$107,323	\$108,158	\$109,019	\$110,629	\$111,359	\$112,601	\$114,264			
1/1/2026	\$108,801	\$109,679	\$110,543	\$111,403	\$112,290	\$113,948	\$114,700	\$115,979	\$117,692			
1/1/2027	\$112,065	\$112,969	\$113,859	\$114,745	\$115,659	\$117,367	\$118,141	\$119,458	\$121,223			
Sergeant 3 Years												
5th Year	7th Year	10th Year	12th Year	14th Year	15th Yr	16th Year	18th Year	20th Year				
1/1/2020	\$96,274	\$97,028	\$97,770	\$98,508	\$99,270	\$99,913	\$100,555					
1/1/2021	\$98,199	\$98,969	\$99,726	\$100,478	\$101,255	\$101,912	\$102,566	\$104,066				
1/1/2022	\$100,654	\$101,444	\$102,219	\$102,990	\$103,787	\$104,787	\$105,459	\$106,130	\$107,667			
1/1/2023	\$103,170	\$103,980	\$104,775	\$105,565	\$106,382	\$107,907	\$108,595	\$109,283	\$110,859			
1/1/2024	\$105,750	\$106,579	\$107,394	\$108,204	\$109,041	\$110,604	\$111,310	\$112,515	\$114,130			
1/1/2025	\$108,923	\$109,776	\$110,616	\$111,450	\$112,312	\$113,922	\$114,649	\$115,890	\$117,554			
1/1/2026	\$112,190	\$113,070	\$113,934	\$114,794	\$115,682	\$117,340	\$118,089	\$119,367	\$121,081			
1/1/2027	\$115,556	\$116,462	\$117,352	\$118,237	\$119,152	\$120,860	\$121,631	\$122,948	\$124,713			
Sergeant 4 Years												
5th Year	7th Year	10th Year	12th Year	14th Year	15th Yr	16th Year	18th Year	20th Year				
1/1/2020	\$99,184	\$99,939	\$100,679	\$101,419	\$102,178	\$102,822	\$103,465					
1/1/2021	\$101,167	\$101,938	\$102,693	\$103,447	\$104,222	\$104,878	\$105,534	\$107,034				
1/1/2022	\$103,696	\$104,486	\$105,260	\$106,033	\$106,827	\$107,827	\$108,501	\$109,173	\$110,710			
1/1/2023	\$106,288	\$107,099	\$107,891	\$108,684	\$109,498	\$111,023	\$111,713	\$112,402	\$113,978			
1/1/2024	\$108,945	\$109,776	\$110,589	\$111,401	\$112,236	\$113,799	\$114,506	\$115,712	\$117,327			
1/1/2025	\$112,213	\$113,069	\$113,907	\$114,743	\$115,603	\$117,213	\$117,941	\$119,183	\$120,847			
1/1/2026	\$115,580	\$116,461	\$117,324	\$118,185	\$119,071	\$120,729	\$121,479	\$122,759	\$124,472			
1/1/2027	\$119,047	\$119,955	\$120,844	\$121,731	\$122,643	\$124,351	\$125,124	\$126,442	\$128,206			

APPENDIX B-2 - 1st SERGEANTS

Sergeant 1st Year												
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Yr	16th Year	18th Year	20th Year			
1/1/2020	\$92,569	\$93,323	\$94,064	\$94,803	\$95,563		\$96,208	\$96,850				
1/1/2021	\$94,420	\$95,190	\$95,946	\$96,699	\$97,475		\$98,133	\$98,787	\$100,287			
1/1/2022	\$96,780	\$97,750	\$98,344	\$99,116	\$99,912	\$100,912	\$101,585	\$102,256	\$103,794			
1/1/2023	\$99,200	\$100,009	\$100,803	\$101,594	\$102,410	\$103,935	\$104,625	\$105,313	\$106,888			
1/1/2024	\$101,680	\$102,509	\$103,323	\$104,134	\$104,970	\$106,533	\$107,241	\$108,445	\$110,061			
1/1/2025	\$104,730	\$105,584	\$106,423	\$107,258	\$108,119	\$109,729	\$110,458	\$111,698	\$113,363			
1/1/2026	\$107,872	\$108,752	\$109,615	\$110,476	\$111,363	\$113,021	\$113,772	\$115,049	\$116,764			
1/1/2027	\$111,108	\$112,014	\$112,904	\$113,790	\$114,704	\$116,411	\$117,185	\$118,501	\$120,267			
Sergeant 2nd Year												
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Yr	16th Year	18th Year	20th Year			
1/1/2020	\$95,258	\$96,014	\$96,754	\$97,494	\$98,254		\$98,898	\$99,539				
1/1/2021	\$97,163	\$97,934	\$98,689	\$99,443	\$100,219		\$100,876	\$101,530	\$103,030			
1/1/2022	\$99,592	\$100,383	\$101,156	\$101,929	\$102,725	\$103,725	\$104,397	\$105,068	\$106,606			
1/1/2023	\$102,082	\$102,893	\$103,685	\$104,478	\$105,293	\$106,818	\$107,507	\$108,195	\$109,771			
1/1/2024	\$104,634	\$105,465	\$106,277	\$107,090	\$107,926	\$109,489	\$110,195	\$111,400	\$113,015			
1/1/2025	\$107,773	\$108,629	\$109,465	\$110,303	\$111,164	\$112,774	\$113,501	\$114,742	\$116,405			
1/1/2026	\$111,006	\$111,888	\$112,749	\$113,612	\$114,499	\$116,157	\$116,906	\$118,184	\$119,898			
1/1/2027	\$114,336	\$115,244	\$116,132	\$117,020	\$117,934	\$119,642	\$120,413	\$121,730	\$123,495			
Sergeant 3 Years												
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Yr	16th Year	18th Year	20th Year			
1/1/2020	\$97,949	\$98,705	\$99,444	\$100,184	\$100,945		\$101,589	\$102,219				
1/1/2021	\$99,908	\$100,679	\$101,433	\$102,188	\$102,964		\$103,620	\$104,263	\$105,763			
1/1/2022	\$102,405	\$103,196	\$103,969	\$104,743	\$105,538	\$106,538	\$107,211	\$107,870	\$109,407			
1/1/2023	\$104,966	\$105,776	\$106,568	\$107,361	\$108,177	\$109,702	\$110,391	\$111,067	\$112,643			
1/1/2024	\$107,590	\$108,420	\$109,232	\$110,045	\$110,881	\$112,444	\$113,151	\$114,343	\$115,959			
1/1/2025	\$110,818	\$111,673	\$112,509	\$113,346	\$114,207	\$115,817	\$116,546	\$117,773	\$119,438			
1/1/2026	\$114,142	\$115,023	\$115,884	\$116,747	\$117,634	\$119,292	\$120,042	\$121,306	\$123,021			
1/1/2027	\$117,566	\$118,473	\$119,361	\$120,249	\$121,163	\$122,871	\$123,643	\$124,946	\$126,712			
Sergeant 4 Years												
	5th Year	7th Year	10th Year	12th Year	14th Year	15 Yr	16th Year	18th Year	20th Year			
1/1/2020	\$100,638	\$101,393	\$102,134	\$102,872	\$103,634		\$104,279	\$104,919				
1/1/2021	\$102,651	\$103,421	\$104,177	\$104,930	\$105,707		\$106,365	\$107,018	\$108,518			
1/1/2022	\$105,217	\$106,007	\$106,781	\$107,553	\$108,350	\$109,350	\$110,025	\$110,693	\$112,231			
1/1/2023	\$107,848	\$108,657	\$109,451	\$110,242	\$111,059	\$112,584	\$113,275	\$113,960	\$115,536			
1/1/2024	\$110,544	\$111,373	\$112,187	\$112,998	\$113,835	\$115,399	\$116,107	\$117,309	\$118,925			
1/1/2025	\$113,860	\$114,714	\$115,553	\$116,388	\$117,250	\$118,861	\$119,590	\$120,828	\$122,493			
1/1/2026	\$117,276	\$118,156	\$119,019	\$119,880	\$120,768	\$122,427	\$123,178	\$124,453	\$126,168			
1/1/2027	\$120,794	\$121,700	\$122,590	\$123,476	\$124,391	\$126,100	\$126,873	\$128,187	\$129,953			

APPENDIX B-3 - TECHNICAL POLICE FIRST SERGEANT

Sergeant 1st Year												
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Year	16th Year	18th Year	20th Year			
1/1/2020	\$92,569	\$93,323	\$94,064	\$94,803	\$95,563		\$96,206	\$96,850				
1/1/2021	\$94,420	\$95,190	\$95,946	\$96,699	\$97,475		\$98,133	\$98,787	\$100,287			
1/1/2022	\$96,780	\$97,570	\$98,344	\$99,116	\$99,912	\$100,912	\$101,585	\$102,256	\$103,794			
1/1/2023	\$99,200	\$100,009	\$100,803	\$101,594	\$102,410	\$103,935	\$104,625	\$105,313	\$106,888			
1/1/2024	\$101,680	\$102,509	\$103,323	\$104,134	\$104,970	\$106,533	\$107,241	\$108,445	\$110,061			
1/1/2025	\$104,730	\$105,584	\$106,423	\$107,258	\$108,119	\$109,729	\$110,458	\$111,698	\$113,363			
1/1/2026	\$107,872	\$108,752	\$109,615	\$110,476	\$111,363	\$113,021	\$113,772	\$115,049	\$116,764			
1/1/2027	\$111,108	\$112,014	\$112,904	\$113,790	\$114,704	\$116,411	\$117,185	\$118,501	\$120,267			
Sergeant 2nd Year												
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Year	16th Year	18th Year	20th Year			
1/1/2020	\$95,258	\$96,014	\$96,754	\$97,494	\$98,254		\$98,897	\$99,539				
1/1/2021	\$97,163	\$97,934	\$98,689	\$99,433	\$100,220		\$100,875	\$101,530	\$103,030			
1/1/2022	\$99,592	\$100,383	\$101,156	\$101,929	\$102,725	\$103,725	\$104,397	\$105,068	\$106,606			
1/1/2023	\$102,082	\$102,893	\$103,685	\$104,478	\$105,293	\$106,818	\$107,507	\$108,195	\$109,771			
1/1/2024	\$104,634	\$105,465	\$106,277	\$107,090	\$107,926	\$109,489	\$110,195	\$111,400	\$113,015			
1/1/2025	\$107,773	\$108,629	\$109,465	\$110,303	\$111,164	\$112,774	\$113,501	\$114,742	\$116,405			
1/1/2026	\$111,006	\$111,888	\$112,749	\$113,612	\$114,499	\$116,157	\$116,906	\$118,184	\$119,898			
1/1/2027	\$114,336	\$115,244	\$116,132	\$117,020	\$117,934	\$119,642	\$120,413	\$121,730	\$123,495			
Sergeant 3rd Year												
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Year	16th Year	18th Year	20th Year			
1/1/2020	\$97,949	\$98,705	\$99,444	\$100,184	\$100,945		\$101,588	\$102,219				
1/1/2021	\$99,908	\$100,679	\$101,433	\$102,188	\$102,964		\$103,620	\$104,263	\$105,763			
1/1/2022	\$102,405	\$103,196	\$103,969	\$104,743	\$105,538	\$106,538	\$107,210	\$107,870	\$109,407			
1/1/2023	\$104,966	\$105,776	\$106,568	\$107,361	\$108,177	\$107,702	\$110,391	\$111,067	\$112,643			
1/1/2024	\$107,590	\$108,420	\$109,232	\$110,045	\$110,881	\$112,444	\$113,150	\$114,343	\$115,959			
1/1/2025	\$110,818	\$111,673	\$112,509	\$113,346	\$114,207	\$115,817	\$116,545	\$117,773	\$119,438			
1/1/2026	\$114,142	\$115,023	\$115,884	\$116,747	\$117,634	\$119,292	\$120,041	\$121,306	\$123,021			
1/1/2027	\$117,566	\$118,473	\$119,361	\$120,249	\$121,163	\$122,871	\$123,642	\$124,946	\$126,712			
Sergeant 4th Year												
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Year	16th Year	18th Year	20th Year			
1/1/2020	\$100,638	\$101,393	\$102,134	\$102,872	\$103,634		\$104,279	\$104,919				
1/1/2021	\$102,651	\$103,421	\$104,177	\$104,930	\$105,707		\$106,365	\$107,018	\$108,518			
1/1/2022	\$105,217	\$106,007	\$106,781	\$107,553	\$108,350	\$109,350	\$110,025	\$110,693	\$112,231			
1/1/2023	\$107,848	\$108,657	\$109,451	\$110,242	\$111,059	\$112,584	\$113,275	\$113,960	\$115,536			
1/1/2024	\$110,544	\$111,373	\$112,187	\$112,998	\$113,835	\$115,399	\$116,107	\$117,309	\$118,925			
1/1/2025	\$113,860	\$114,714	\$115,553	\$116,388	\$117,250	\$118,861	\$119,590	\$120,828	\$122,493			
1/1/2026	\$117,276	\$118,156	\$119,019	\$119,880	\$120,768	\$122,427	\$123,178	\$124,453	\$126,168			
1/1/2027	\$120,794	\$121,700	\$122,590	\$123,476	\$124,391	\$126,100	\$126,873	\$128,187	\$129,953			

APPENDIX C-1 - DETECTIVE SALARY SCHEDULE

	Entry	1st Year	2nd Year	3rd Year	4th Year				
1/1/2020	\$57,294	\$71,834	\$76,965	\$81,358	\$87,740				
1/1/2021	\$58,440	\$73,271	\$78,504	\$82,985	\$89,495				
1/1/2022	\$59,901	\$75,102	\$80,466	\$85,059	\$91,733				
1/1/2023	\$61,399	\$76,980	\$82,478	\$87,186	\$94,026				
1/1/2024	\$62,934	\$78,904	\$84,540	\$89,366	\$96,376				
1/1/2025	\$64,822	\$81,271	\$87,076	\$92,047	\$99,267				
1/1/2026	\$66,767	\$83,709	\$89,688	\$94,808	\$102,245				
1/1/2027	\$68,770	\$86,221	\$92,379	\$97,653	\$105,313				
Longevity	5th Year	7th Year	10th Year	12th Year	14th Year	15th Year	16th Year	18th Year	20th Year
1/1/2020	\$89,815	\$90,571	\$91,312	\$92,050	\$92,810		\$93,455	\$94,099	
1/1/2021	\$91,611	\$92,382	\$93,138	\$93,891	\$94,666		\$95,324	\$95,981	\$97,481
1/1/2022	\$93,901	\$94,692	\$95,466	\$96,238	\$97,033	\$98,033	\$98,707	\$99,381	\$100,918
1/1/2023	\$96,249	\$97,059	\$97,853	\$98,644	\$99,459	\$100,984	\$101,675	\$102,365	\$103,941
1/1/2024	\$98,655	\$99,486	\$100,299	\$101,110	\$101,945	\$103,508	\$104,217	\$105,424	\$107,040
1/1/2025	\$101,615	\$102,471	\$103,308	\$104,143	\$105,003	\$106,613	\$107,344	\$108,587	\$110,251
1/1/2026	\$104,663	\$105,545	\$106,407	\$107,268	\$108,153	\$109,812	\$110,564	\$111,844	\$113,559
1/1/2027	\$107,803	\$108,711	\$109,599	\$110,486	\$111,398	\$113,106	\$113,881	\$115,200	\$116,965

APPENDIX C-2 - DETECTIVE AFTER TWO YEARS

	Entry	1st Year	2nd Year	3rd Year	4th Year				
1/1/2020	\$59,563	\$74,105	\$79,233	\$83,629	\$90,012				
1/1/2021	\$60,755	\$75,587	\$80,818	\$85,302	\$91,812				
1/1/2022	\$62,273	\$77,477	\$82,838	\$87,434	\$94,107				
1/1/2023	\$63,830	\$79,414	\$84,909	\$89,620	\$96,460				
1/1/2024	\$65,426	\$81,399	\$87,032	\$91,860	\$98,871				
1/1/2025	\$67,389	\$83,841	\$89,643	\$94,616	\$101,837				
1/1/2026	\$69,410	\$86,356	\$92,332	\$97,454	\$104,892				
1/1/2027	\$71,493	\$88,947	\$95,102	\$100,378	\$108,039				
	5th Year	7th Year	10th Year	12th Year	14th Year	15th Year	16th Year	18th Year	20th Year
1/1/2020	\$93,365	\$94,120	\$94,860	\$95,599	\$96,360		\$97,005	\$97,646	
1/1/2021	\$95,233	\$96,002	\$96,757	\$97,511	\$98,287		\$98,945	\$99,599	\$101,099
1/1/2022	\$97,614	\$98,402	\$99,176	\$99,948	\$100,744	\$101,744	\$102,419	\$103,089	\$104,627
1/1/2023	\$100,054	\$100,862	\$101,656	\$102,447	\$103,263	\$104,788	\$105,479	\$106,167	\$107,743
1/1/2024	\$102,555	\$103,383	\$104,197	\$105,008	\$105,844	\$107,407	\$108,116	\$109,321	\$110,936
1/1/2025	\$105,632	\$106,484	\$107,323	\$108,158	\$109,019	\$110,629	\$111,359	\$112,601	\$114,264
1/1/2026	\$108,801	\$109,679	\$110,543	\$111,403	\$112,290	\$113,948	\$114,700	\$115,979	\$117,692
1/1/2027	\$112,065	\$112,969	\$113,859	\$114,745	\$115,659	\$117,367	\$118,141	\$119,458	\$121,223

APPENDIX C-3 - SENIOR DETECTIVE AFTER 2 YEARS

	Entry	1st Year	2nd Year	3rd Year	4th Year	15th Year	16th Year	18th Year	20th Year
1/1/2020	\$61,746	\$76,287	\$81,417	\$85,146	\$92,193		\$102,823	\$103,464	
1/1/2021	\$62,981	\$77,813	\$83,046	\$86,849	\$94,037		\$104,879	\$105,534	\$107,034
1/1/2022	\$64,556	\$79,758	\$85,122	\$89,021	\$96,388	\$107,827	\$108,501	\$109,173	\$110,710
1/1/2023	\$66,170	\$81,752	\$87,250	\$91,246	\$98,798	\$111,023	\$111,713	\$112,402	\$113,978
1/1/2024	\$67,824	\$83,796	\$89,431	\$93,527	\$101,268	\$113,799	\$114,506	\$115,712	\$117,327
1/1/2025	\$69,859	\$86,310	\$92,114	\$96,333	\$104,306	\$117,213	\$117,941	\$119,183	\$120,847
1/1/2026	\$71,954	\$88,899	\$94,877	\$99,223	\$107,435	\$120,729	\$121,479	\$122,759	\$124,472
1/1/2027	\$74,113	\$91,566	\$97,724	\$102,199	\$110,658	\$124,351	\$125,124	\$126,442	\$128,206
5th Year									
1/1/2020	\$99,183	\$99,939	\$100,679	\$101,419	\$102,178		\$102,823	\$103,464	
1/1/2021	\$101,167	\$101,938	\$102,693	\$103,447	\$104,222		\$104,879	\$105,534	\$107,034
1/1/2022	\$103,696	\$104,486	\$105,260	\$106,033	\$106,827	\$107,827	\$108,501	\$109,173	\$110,710
1/1/2023	\$106,288	\$107,099	\$107,891	\$108,684	\$109,498	\$111,023	\$111,713	\$112,402	\$113,978
1/1/2024	\$108,945	\$109,776	\$110,589	\$111,401	\$112,236	\$113,799	\$114,506	\$115,712	\$117,327
1/1/2025	\$112,213	\$113,069	\$113,907	\$114,743	\$115,603	\$117,213	\$117,941	\$119,183	\$120,847
1/1/2026	\$115,580	\$116,461	\$117,324	\$118,185	\$119,071	\$120,729	\$121,479	\$122,759	\$124,472
1/1/2027	\$119,047	\$119,955	\$120,844	\$121,731	\$122,643	\$124,351	\$125,124	\$126,442	\$128,206

