

July 1, 2016 to June 30, 2019

attended. The pay as set forth herein shall in all cases be a four (4) hour minimum, and an eight (8) hour minimum if said employee is not scheduled to work the A, B, or C shift during the twenty-four (24) hour period during which he or she is so called to testify.

ARTICLE VIII – PAY SCHEDULE AND RATES

Section 1. Pay Scale/Step Increases.

For those hired on or after October 19, 2012, the pay scale and step increases are:

Step 1= 80% of top pay

Step 2= 82.5% of top pay

Step 3= 85% of top pay

Step 4= 87.5% of top pay

Step 5= 90% of top pay

Step 6= 92.5% of top pay

Step 7= 95% of top pay

Step 8= 97.5% of top pay

Step 9= 100% of top pay

Detectives = 105% of top Officer's pay

Sergeants = 116% of top Officer's pay

Lieutenants = 125% of top Officer's pay

- a) Police recruits hired after the effective date of this agreement and who are currently CT P.O.S.T. certified and have no less than two (2) full years of Field Patrol experience, may submit a request to the Chief of Police requesting a one time salary increase, by one "Step". Requests may be submitted upon successful conclusion of the Field Training Program, but no later than the next natural "Step" increase date. If the request is approved, the increase will take effect for the remainder of the "Step" period and is not subject to back-pay to any preceding date.
- b) Step increases for employees shall be effective on the employee's anniversary date.

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- c) Annual percent raises are as follows: Upon execution - 2.75% (retroactive to July 1, 2016 for employees on the payroll as of execution)
 - July 1, 2017 = 2.5%
 - July 1, 2018 = 2.5%

- d) Specialty Position Detectives will be paid at the detective rate of pay for the duration of their tenure in those respective divisions and will be returned to their appropriate rate of pay upon the completion of the assignment or re-assignment.

- e) Upon execution, a one-time signing bonus in the amount of \$400.00 (four hundred dollars), will be paid to each member after the effective date of this contract. This amount will be paid by separate check and will be issued no later than thirty (30) days after the effective date of this contract. Employees can choose to direct some or all of the \$400 into their HSA.

Section 2. Cancellation of Contract Job. If a contract job is canceled and the information is not passed on to the assigned officer by the Town, that officer shall be compensated with four (4) hours, at straight time pay, with no work assignment. Notice of cancellation shall be considered to be “passed on” if a telephone call is placed to the employee’s residence or to an alternate number provided by the employee, at least four (4) hours prior to the scheduled commencement of the job.

Section 3. Special Job Rates. All voluntary overtime jobs shall be paid at one and one half (1½) the maximum officers’ rate, with the exception of Detectives, Sergeants, and Lieutenants, who will be paid at one and one half (1½) of their actual rate of pay, as follows, unless otherwise stated in this section or elsewhere in the contract:

Five Hours minimum five (5) hours minimum at the rate described above, and hour by hour thereafter, for jobs generated outside the police department.

Contract Jobs four (4) hour minimum,
 Over 4 hours – eight (8) hour minimum,
 Over 8 hours – twelve (12) hour minimum, and hour by hour thereafter.

Town of Bloomfield Police Department									
Step Increase Schedule - Employees Hired On or After 10-19-2012									
July 1, 2016 (2.75%)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol Officer									
Annual									
Bi-Weekly	68,490	70,630	72,770	74,912	77,052	79,193	81,333	83,472	85,613
Hourly	2,634.23	2,716.55	2,798.83	2,881.23	2,963.55	3,045.87	3,128.18	3,210.46	3,292.82
	32.93	33.96	34.99	36.02	37.04	38.07	39.10	40.13	41.16
Dispatcher/SACO									
Annual									
Bi-Weekly	55,028	56,748	58,468	60,187	61,907	63,626	65,346	67,066	68,785
Hourly	2,116.45	2,182.61	2,248.76	2,314.88	2,381.03	2,447.15	2,513.30	2,579.46	2,645.58
	26.46	27.28	28.11	28.94	29.76	30.59	31.42	32.24	33.07
Animal Control									
Annual									
Bi-Weekly	47,826	49,319	50,812	52,308	53,802	55,296	56,791	58,286	59,779
Hourly	1,839.46	1,896.88	1,954.31	2,011.85	2,069.31	2,126.77	2,184.27	2,241.77	2,299.19
	22.99	23.71	24.43	25.15	25.87	26.58	27.30	28.02	28.74
Detective									
	89,896								
	3,457.54								
	43.22								
Sergeant									
	99,314								
	3,819.77								
	47.75								
Lieutenant									
	107,016								
	4,116.01								
	51.45								

JB										
				Town of Bloomfield Police Department						
				Step Increase Schedule - Employees Hired On or After 10-19-2012						
				July 1, 2017 (2.50%)						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Patrol Officer										
Annual										
Bi-Weekly	70,202	72,396	74,589	76,785	78,978	81,173	83,366	85,559	87,753	
Hourly	2,700.09	2,784.45	2,868.82	2,953.26	3,037.63	3,122.03	3,206.40	3,290.72	3,375.13	
	33.75	34.81	35.86	36.92	37.97	39.03	40.08	41.13	42.19	
Dispatcher/SACO										
Annual										
Bi-Weekly	56,404	58,167	59,930	61,692	63,455	65,217	66,980	68,743	70,505	
Hourly	2,169.37	2,237.18	2,304.99	2,372.76	2,440.56	2,508.33	2,576.14	2,643.95	2,711.72	
	27.12	27.96	28.81	29.66	30.51	31.35	32.20	33.05	33.90	
Animal Control										
Annual										
Bi-Weekly	49,022	50,552	52,082	53,616	55,147	56,678	58,211	59,743	61,273	
Hourly	1,885.45	1,944.31	2,003.17	2,062.14	2,121.04	2,179.94	2,238.88	2,297.81	2,356.67	
	23.57	24.30	25.04	25.78	26.51	27.25	27.99	28.72	29.46	
Detective										
	92,143									
	3,543.98									
	44.30									
Sergeant										
	101,797									
	3,915.26									
	48.94									
Lieutenant										
	109,691									
	4,218.90									
	52.74									