

I. Management Rights

- a. Minimum staffing levels
- b. Command structure
- c. Programs offered
- d. Standards for service

II. Wages

- a. Salaries
- b. COLA
- c. Overtime (premium rate)
- d. Premium rate
- e. Hours considered worked/not-worked
- f. Outside Duty Details
- g. Sick Leave Buy-Back
- h. Uniform allowance
- i. Call-back pay
- j. Longevity
- k. Law Enforcement Achievement Pay (LEAP)
- l. Assignment pay
 - i. K-9 Officer
 - ii. SWAT
 - iii. Traffic Homicide
 - iv. Investigative Services
 - v. Special Operations
 - vi. Field Training Officer
 - vii. Midnight shift
- m. Educational Incentives
 - i. Tuition Reimbursement
 - ii. Educational Bonuses

III. Vacation/Sick/Comp Leave

- a. Number of hours provided per year
- b. Amount of hours to be carried over
- c. Amount of hours allowed for payout
- d. Paid at the regular rate or premium rate
- e. Sick leave paid out at the 5-year salary averaging rate

IV. Insurance

- a. Insurance premium coverage
 - i. City cost for employee and dependents
- b. Basic Term Life Insurance

V. Pension

- a. Vesting
- b. Multiplier
- c. Pensionable Earnings
- d. Member's contribution rate
- e. Pension cap
- f. Additional Accrual Service (AAS)
- g. Buyback of prior service
- h. DROP
- i. Pension medical stipend
- j. Final Compensation Averaging
- k. Pension COLA

VI. Other Retirement Benefits

- a. Retirement Health Savings Account
- b. 401(a) Match Plan