

APPENDIX A - Pay

HIRED BEFORE OCTOBER 1, 2014	
RANK	DEFINITION
PO-20 Corporal-20 year	20 years of service with BPD - Start of twenty-first year Must also have completed 2000 hours of BPD training
PO-15 Corporal-15 year	15 years of service year with BPD - Start of sixteenth year with BPD Must also have completed 1500 hours of BPD training and an Idaho POST Advanced certificate
PO-10	10 years of service with BPD - Start of eleventh year of service with BPD Must also have completed 1000 hours of BPD training
PO-5	5 years of service with BPD - Start of sixth year of service with BPD Must also have completed 500 hours of BPD training
PO-3	3 years of service with BPD - Start of fourth year of service with BPD
POII	N/A - Expired
POI	N/A - Expired
PO	N/A - Expired
HIRED ON OR AFTER OCTOBER 1, 2014	
RANK	DEFINITION
Corporal-20 year NPO-20	20 years of service with BPD - Start of twenty first year with BPD Must also have completed 2000 hours of BPD training
Corporal-15 year NPO-15	15 years of service year with BPD - Start of sixteenth year with BPD Must also have completed 1500 hours of BPD training and an Idaho POST Advanced certificate
NPO-10	10-15 years of service with BPD - Start of 11 th years of service with BPD Longevity of 9.2% Must also have completed 1000 hours of BPD training
NPO-7	7-10 years of service with BPD - Start of 8 th years of service with BPD Longevity of 5% Must also have completed 500 hours of BPD training
NPO-5	5-7 years of service with BPD - Start of 6 th year of service with BPD
NPO-3	3-5 years of service with BPD - Start of 4 th year of service with BPD
NPO-1	1-2 years of service with BPD - Start of 3 rd year of service with BPD
NPO	0 years of service with BPD - First year of service with BPD
LATERALS HIRED ON OR AFTER OCTOBER 1, 2014	
Corporal-20 year LPO-20	20 years of service with BPD - Start of twenty-first year Must also have completed 2000 hours of BPD training
Corporal-15 year LPO-15	15 years of service year with BPD - Start of sixteenth year with BPD Must also have completed 1500 hours of BPD training and an Idaho POST Advanced certificate
LPO-10	10-15 years of service with BPD - Start of 11 th years of service with BPD Longevity of 9.2% Must also have completed 1000 hours of BPD training
LPO-7	7-10 years of service with BPD - Start of 8 th year of service Longevity of 5% Must also have completed 500 hours of BPD training
LPO-5	5-7 years of service with BPD - Start of 6 th year of service with BPD Longevity of 14%
LPO-3	1-2 years of service with BPD - Start of 3 rd year of service with BPD Longevity of 9%
LPO	0 years of service with BPD

Attachment: Collective Labor Agreement (RES-43-19 : Police Union CLA 2018 - 2022)

PAYSCALE 2018-2019

PAY SCHEDULE (HOURLY)						SERGEANT (HOURLY)			
% Increase	BASE PAY		Longevity %	LONGEVITY PAY			10/7/2018	10/6/2019	
	4.50%	4.50%		10/7/2018	10/6/2019				
	10/7/2018	10/6/2019		10/7/2018	10/6/2019				
PO-20	\$36.61	\$38.25	15.00%	\$42.10	\$43.99	11.00%	\$46.73	\$48.83	*20+years of consecutive BPD service
PO-15	\$35.07	\$36.65	12.48%	\$39.45	\$41.22	14.00%	\$44.97	\$46.99	*15-20 years of consecutive BPD service
PO-10	\$34.28	\$35.82	9.20%	\$37.43	\$39.11	17.00%	\$43.79	\$45.76	*10-15 years of consecutive BPD service
PO-5	\$34.28	\$35.82	5.00%	\$35.99	\$37.61	20.00%	\$43.19	\$45.13	*5-10 years of consecutive BPD service
PO-3	\$34.28	\$35.82		\$34.28	\$35.82				
POII(N/A)	\$29.13	\$30.45		\$29.13	\$30.45				
POI(N/A)	\$28.11	\$29.38		\$28.11	\$29.38				
PO(N/A)	\$24.04	\$25.12		\$24.04	\$25.12				
NPO 20	\$36.61	\$38.25	15.00%	\$42.10	\$43.99	11.00%	\$46.73	\$48.83	*20+years of consecutive BPD service
NPO 15	\$35.07	\$36.65	12.48%	\$39.45	\$41.22	14.00%	\$44.97	\$46.99	*15-20 years of consecutive BPD service
NPO-10	\$34.28	\$35.82	9.20%	\$37.43	\$39.11	17.00%	\$43.79	\$45.76	*10-15 years of consecutive BPD service
NPO-7	\$34.28	\$35.82	5.00%	\$35.99	\$37.61	20.00%	\$43.19	\$45.13	*7-10 years of consecutive BPD service
NPO-5	\$29.98	\$31.33	14.00%	\$34.18	\$35.72	20.00%	\$41.01	\$42.86	*5-7 years of consecutive BPD service
NPO-3	\$29.98	\$31.33		\$29.98	\$31.33				
NPO-1	\$25.77	\$26.93		\$25.77	\$26.93				
NPO	\$23.68	\$24.75		\$23.68	\$24.75				
LPO-20	\$36.61	\$38.25	15.00%	\$42.10	\$43.99	11.00%	\$46.73	\$48.83	*20+years of consecutive BPD service
LPO-15	\$35.07	\$36.65	12.48%	\$39.45	\$41.22	14.00%	\$44.97	\$46.99	*15-20 years of consecutive BPD service
LPO-10	\$34.28	\$35.82	9.20%	\$37.43	\$39.11	17.00%	\$43.79	\$45.76	*10-15 years of consecutive BPD service
LPO-7	\$34.28	\$35.82	5.00%	\$35.99	\$37.61	20.00%	\$43.19	\$45.13	*7-10 years of consecutive BPD service
LPO-5	\$29.98	\$31.33	14.00%	\$34.18	\$35.72	20.00%	\$41.01	\$42.86	*5-7 years of consecutive BPD service
LPO-3	\$29.98	\$31.33	9.00%	\$32.68	\$34.15				
LPO	\$29.98	\$31.33		\$29.98	\$31.33				

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For sergeants promoted before October 1st 2018:

Sergeant whose new pay (per the approved appendix) would be less than \$44.64/hr will be bumped into the next 5-year group.

Example A sergeant was promoted in December of 2017 and was hired March of 2011. In the new pay matrix their pay would be \$43.18/hr. This is less than \$44.64/hr so they would be paid at the next level or \$43.79/hr. Similarly, a sergeant promoted in December of 2017 but hired in March of 2007 would be paid \$43.79/hr. This is less than \$44.64/hr so they would be paid at the next level or \$44.97/hr.

Any affected sergeant will stay in this group until their years of service would elevate them into the next 5-year group.

PAYSCALE 2020-2021

PAY SCHEDULE (HOURLY)						SERGEANT (HOURLY)			
% Increase	BASE PAY		Longevity %	LONGEVITY PAY			10/4/2020	10/3/2021	
	4.25%	4.50%		10/4/2020	10/3/2021				
	10/4/2020	10/3/2021		10/4/2020	10/3/2021				
PO-20	\$39.88	\$41.67	15.00%	\$45.86	\$47.93	11.00%	\$50.91	\$53.20	*20+years of consecutive BPD service
PO-15	\$38.21	\$39.93	12.48%	\$42.97	\$44.91	14.00%	\$48.99	\$51.19	*15-20 years of consecutive BPD service
PO-10	\$37.34	\$39.02	9.20%	\$40.78	\$42.61	17.00%	\$47.71	\$49.85	*10-15 years of consecutive BPD service
PO-5	\$37.34	\$39.02	5.00%	\$39.21	\$40.97	20.00%	\$47.05	\$49.17	*5-10 years of consecutive BPD service
PO-3	\$37.34	\$39.02		\$37.34	\$39.02				
POII(N/A)	\$31.74	\$33.17		\$31.74	\$33.17				
POI(N/A)	\$30.62	\$32.00		\$30.62	\$32.00				
PO(N/A)	\$26.18	\$27.36		\$26.18	\$27.36				
NPO 20	\$39.88	\$41.67	15.00%	\$45.86	\$47.93	11.00%	\$50.91	\$53.20	*20+years of consecutive BPD service
NPO 15	\$38.21	\$39.93	12.48%	\$42.97	\$44.91	14.00%	\$48.99	\$51.19	*15-20 years of consecutive BPD service
NPO-10	\$37.34	\$39.02	9.20%	\$40.78	\$42.61	17.00%	\$47.71	\$49.85	*10-15 years of consecutive BPD service
NPO-7	\$37.34	\$39.02	5.00%	\$39.21	\$40.97	20.00%	\$47.05	\$49.17	*7-10 years of consecutive BPD service
NPO-5	\$32.66	\$34.13	14.00%	\$37.23	\$38.91	20.00%	\$44.68	\$46.69	*5-7 years of consecutive BPD service
NPO-3	\$32.66	\$34.13		\$32.66	\$34.13				
NPO-1	\$28.07	\$29.34		\$28.07	\$29.34				
NPO	\$25.80	\$26.96		\$25.80	\$26.96				
LPO-20	\$39.88	\$41.67	15.00%	\$45.86	\$47.93	11.00%	\$50.91	\$53.20	*20+years of consecutive BPD service
LPO-15	\$38.21	\$39.93	12.48%	\$42.97	\$44.91	14.00%	\$48.99	\$51.19	*15-20 years of consecutive BPD service
LPO-10	\$37.34	\$39.02	9.20%	\$40.78	\$42.61	17.00%	\$47.71	\$49.85	*10-15 years of consecutive BPD service
LPO-7	\$37.34	\$39.02	5.00%	\$39.21	\$40.97	20.00%	\$47.05	\$49.17	*7-10 years of consecutive BPD service
LPO-5	\$32.66	\$34.13	14.00%	\$37.23	\$38.91	20.00%	\$44.68	\$46.69	*5-7 years of consecutive BPD service
LPO-3	\$32.66	\$34.13	9.00%	\$35.60	\$37.20				
LPO	\$32.66	\$34.13		\$32.66	\$34.13				

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