



Municipal Executives’ Association (MEA) – Police Chiefs Highlights

Term	Three-year term (July 1, 2018 to June 30, 2021)
Wages	Effective 7/1/18: 3% Effective 7/1/19: 3% Effective 7/1/20*: 2% Effective 1/1/21*: 1% <i>*If the March 2020 Joint Report projects a budget deficit of more than \$200 million in FY 20-21, these payments will be delayed by six months</i>
Health & Dental	Equivalent to those offered to members of the MEA Miscellaneous bargaining unit
Recognition	Commanders moved into the MEA-Police Chiefs bargaining unit
Uniforms	Uniform allowance will increase from \$820 to \$1,100 annual
Severance Pay & Terms	Employees who elect severance will receive one week’s severance pay for each full year worked (up to 20 weeks) in exchange a waiver of rights; the Chief of Police shall receive a minimum of two month’s severance pay
Training Fund	Created a \$10,000 annual Police Command Staff Training Fund
Committee on DOJ Reforms Implementation	Allocated \$200,000 to a joint committee to support implementation of the Department of Justice’s Community Oriented Policing Services (DOJ COPS) recommended police reforms
Retention Pay	Effective 7/1/20: 1% at ten years of service, 3% at 15 years of service, 5% at 20 years of service, and 7% at 25 years of service
Peace Officer Standards Training (POST) Pay	Effective 7/1/18: Commanders and Deputy Chiefs with intermediate or advanced POST certificates receive a 1% premium increase Effective 7/1/19: Commanders and Deputy Chiefs with intermediate or advanced POST certificates receive an additional 1% premium increase
Acting Assignment Pay	Effective 7/1/18: if an employee works at a higher rank for 10 to 29 days, he/she will receive a 7.5% premium; at 30 days he/she will receive the full compensation of the higher rank
Pilot Wellness Program	Effective 7/1/18: employee may cash out sick leave balances at 2% upon separation Effective 6/30/19: program sunsets