

## ARTICLE 13 – WAGES AND INCENTIVES

### 13.1 Wage Scales

- A. Effective July 1, 2017, the University will follow the State Human Resources General Services Salary Schedule(s) in effect for the 2017-2019 Contract term. Each classification identified in 13.1.B is eligible to receive special pay as approved by the State Human Resources. The table below reflects the 2015-2017 WSUPD salary ranges by job classification and the approved 2017- 2019 special pay ranges.

B.

Class Code	Job Classification	2015-2017 WSU/WSUPD Salary Schedule Range	2017-2019 General Services Salary Schedule Special Pay Range
387E	Campus Police Officer	53	61
387F	Campus Police Corporal	55	63
387G	Campus Police Sergeant	58	66

- C. Salary increases for the Contract period will equal to those increases observed on the General Services Salary Schedule(s) in effect throughout the 2017-2019 Contract term.

### 13.2 Salary Movement

- A. On an employee's periodic increment date he/she will receive a two (2) step increase within the assigned salary range until such time as he/she reaches the top step.
- B. All employees who have been at Step L in the same salary range for six (6) consecutive years or more will progress to Step M. The Employer may increase an employee's step to Step M to address issues related to recruitment, retention or other business needs.

### 13.3 Shift Differential

When the University assigns an employee to a work shift in which the majority of time is worked on a daily basis between 6 PM and 6 AM, there will be an additional \$ .65/hour paid for all hours worked. If the shift differential for other WSU employees increases, employees covered by this agreement will receive the higher amount.

### 13.4 Field Training Officer

For an employee who serves as a Field Training Officer (FTO), the employee will receive additional compensation of 3% of his or her monthly salary for the period assigned as an FTO.

### 13.5 Stand-By Pay

- A. A bargaining unit employee who is directed by the Chief or other command personnel, to restrict off-duty activities to be immediately available for duty will receive compensation in accordance with this Article for the entire time they are required to perform standby duties.
- B. Employees will be assigned standby as determined by the Chief or other command personnel.

- C. With approval of the Chief or other command personnel employees assigned to standby status may be relieved for any portion of the assignment if a replacement is available. The person providing relief is responsible for meeting all standby obligations.

#### 13.6 **Officer-In-Charge**

- A. It is recognized that some employees covered under this Agreement shall perform the duties of a supervisor. Nothing in this Agreement shall in any way interfere with carrying out their supervisory duties.

In the absence of the Corporal or Sergeant, the most senior officer shall normally be the designated officer in charge and shall act as a first-line supervisor.

- B. A Campus Police Officer who is designated to act as Officer In Charge (OIC) in the absence of a Sergeant or Corporal for one (1) or more hours during his or her shift shall be paid an additional five percent (5%) of his or her monthly salary for the period assigned as an OIC.

#### 13.7 **Educational Benefits**

- A. The Employer and the Guild recognize the importance of continuing education in the professional development of the employees in the bargaining unit.
- B. Employees in the bargaining unit may be granted time off from work without loss of pay for work-related classes as determined by the Police Chief. For non-work-related classes, the employee may request and the Chief may grant time off during the employee's regular work period.
- C. It is understood that attendance at work-related and non-work-related classes during the employee's regular work period is contingent upon sufficient staffing levels at Sergeant or Shift Supervisor and below. Such training may be canceled in the event of operational necessity. It is also understood that employees will be in uniform of the day and be available by radio in the event of recall or if the training is cancelled. Use of the patrol vehicle for transportation to and from classes shall be determined by the shift supervisor.
- D. Employees attending non-work-related classes during their regular work period shall be on non-pay status. Time may be made up with accumulated leave time or as prearranged by his or her supervisor.