

	<b>Omaha</b>	<b>Lincoln</b>	<b>Des Moines</b>	<b>St. Paul</b>
<b>Page Length</b>	135	55	28	34
<b>Contract Provisions:</b>				
<b>Article</b>				
<b>Length of Contract</b>	5 Year	1 Year	3 Year	2 Year
<b>13 Leave Provisions</b>				
Holiday Personal Leave:	Max 197 hrs at 25 yrs.	Max 208 hrs at 25 yrs.	Max 200 hrs at 25 yrs.	Max 216 hrs at 20 yrs.
Sick Leave:	4.77 hrs per pay period, (26 per yr) 124 hrs per yr. Accrual is unlimited + 200 bonus hrs. No restrictions.	8 hrs for each mo of svc. Accrual is unlimited.	8 hrs for each mo of svc. Accrual is unlimited. 750 hrs max payout.	8 hrs per mo, total 12 Days per yr. Can be converted to vacation at 1 for 2 to max of 5 Days.
<b>Bank Hours...</b>	Reduced from 360 to 134 hrs. A new "excess time bank" created in which all hrs in the comp time bank OVER 134 for each employee will be deposited.	Personal holiday bank 42 hrs per fiscal yr. 21 hrs at begin of fiscal yr. 21 hrs Jan 1. May accumulate up to 82 hrs.	May accumulate 80 hrs of comp time.	Max of 100 hours, not included in pension.

	<b>Tulsa</b>	<b>OKI City</b>	<b>Wichita</b>
<b>Page Length</b>	53	47	34
<b>Contract Provisions:</b>			
<b>Article</b>			
<b>Length of Contract</b>	1 Year	1 year	3 year
13	<b>Leave Provisions</b>		
	Vacation	<5 yrs 112 hrs, 5-9 yrs 128 hrs, 10-14 yrs 168 hrs, 15-20 yrs 184 hrs, 20-24 yrs 200 hrs, 25 yrs+ 208 hrs.	96 hrs yr, < 10yrs 250 Max, > 10yrs 400 Max.
	Sick Leave	96hrs per yr. Max 1,200 hrs. Any hrs above 960 can be converted to vacation.	5 hrs per pay period, Max 2,000. 50% Max paid at ret > 20 yrs.
			< 5yrs 96 hrs, @ 25yrs, Max 200 hrs per yr.
			< 5yrs 48 hrs per year, >5-16yrs, 96hrs, >16 112hrs Max.
			Can Sell back 40 hrs per yr.
	<b>Bank Hours...</b>	May accrue comp time to a max of 240 hours. May receive pmt in excess of max.	Max not Available. Comp time hrs must be cashed out annually.
			240 hr Max carryover of vacation. Any excess must be used or is lost.

**Cincinnati**

102

2 Year

193 hrs per yr, Max  
394 hrs, unless 20+  
yrs svc then Max  
587 hrs.

8 hrs for each mo of  
svc. Accrual is  
unlimited. Can  
convert to cash up to  
80 hrs annually.  
Only paid out 1 for 2  
hrs. Many limits on  
cashing out.

Each yr can sell  
back 80 hours of  
comp time. Must  
declare in June.

	<b>Omaha</b>	<b>Lincoln</b>	<b>Des Moines</b>	<b>St. Paul</b>
Severence	No	No	No	Must have 640 hrs accum sick leave. Graduated based on yrs of svc beginning at 20 - \$5000 to 25 yrs \$10,000.

20	<b>Holidays</b>	11 Days	7 Days	11 Days	10 Days
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21	<b>Overtime/Call In Pay</b>	1.5 Pay. Min 4 hr off duty.	1.5 Pay in excess of sched shift (8,10,12 hrs). Holidays 2x pay.	Min of 2 hrs pay at reg rate. On-call 1 hr C time when not called in.	During off-duty 1.5 rate w/min of 4 hrs unless extension or early in of reg shift.
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22	<b>Allowance for Clothing</b>	Plainclothes rcv \$40 per month.	Plainclothes \$40 mo. Body armor \$600 every 5 yrs. Cleaning allowance \$30 per mo.	Plainclothes \$600 per yr. \$200 personal property determined by Chief.	\$275 per yr w/voucher. Increased annually by annual wage increase percent.
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**Article**

23	<b>HealthCare</b>				
	Employee Pays:	20%	Single 2%/fam 20%	All City Emp Plan 0% Single. Graduated from 1-15% based on position for fam	All City Plan 0%/fam7.3%
	Deductible:	\$100 In Network/ \$300	\$300/\$600	\$250/\$500	\$205/\$910 See Pg 13 of plan for employer amts.
	Co-Ins:	80%/20%	10%/20%	90%/10% PPO	80%/20%
	Out of Pocket Max:	\$1000/\$2000	\$500/\$1000	\$750/\$1,500	\$500/\$1,000
	Dental: ER Pays	100%/ fam 75%	100%/Fam 34%	\$1000 yr max	0%/fam 8%
	Life Ins:	\$40,000	\$30,000	\$25,000	\$10,000

		<b>Tulsa</b>	<b>OKI City</b>	<b>Wichita</b>
	Severence	No	No	No
20	<b>Holidays</b>	11days	10 Days	11 Days
21	<b>Overtime/Call In Pay</b>	Min 2 hrs at 1.5	1.5 time	Time off can be granted for OT at 1.5.
22	<b>Allowance for Clothing</b>	\$625 Annually.	\$1,810.00 Annually, \$910 for cleaning.	\$650.00 Credit or voucher for clothing allowance. No cash payments or carryover.
<b>Article</b>				
23	<b>HealthCare</b>			
	Employee Pays:	7% Single 13% fam	15%	20%
	Deductible:	\$250/\$500	\$200/\$400 In Net \$300/\$900 Out Net	\$500/\$1000
	Co-Ins:	80/20	90/10 HMO	80/20
	Out of Pocket Max:		\$1000 + Ded	
	Dental: ER Pays	100%/ fam 30%	62%/fam 19.4%	0%
	Life Ins:	2 X Salary	\$10,000	\$54,278

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No

120 hrs on comp  
time to apply toward  
Holidays. Approx. 12  
days.

Min 6 hrs (4 at 1.5)

Plainclothes < 6 mos  
\$200 > 6 mos \$400.  
Any required  
uniforms provided.

All city Emp plan  
5% capped at  
\$35/\$75

\$300/\$600

80/20 PPO  
\$1500/\$3000  
76%  
\$35,000

		<b>Omaha</b>	<b>Lincoln</b>	<b>Des Moines</b>	<b>St. Paul</b>
26	<b>Union Business</b>	Full Time Union Pres, 5 EE's, 1,000	3 - granted leave w/out pay. 144 hrs for Union Pres per yr for grievances. 5 paid (4 nego w/committee) 105 Max.	9 stewards divided between depts.	FT Pres 1014 hrs. Each union member dotes 3 hrs per yr to Time bank for members to conduct union business. Union pays Dept \$5000 admin fee per yr. 4 individuals for negotiations mtgs up to 12 hrs w/out loss of pay. Mthly reporting required or time is forfeited.
28	<b>Longevity</b>	Begins 5 yr to > 25 yrs. \$678-\$2550 per year.	Begin 8th yr \$488, 10 yr \$990, 16th yr 1504. 21 yr 1965, 26yr 2546	Begins > Year 5 \$596, 10yrs \$1093 >14 \$1567 >18 \$2041 >22 \$2507 > 26 \$3045	Utilized in promotional instances and for layoff determination.
35	<b>Shift Differential</b>	\$1 hr For all except B shift.	.50 and .55, 2nd 3rd shifts.	.25 per hr after 2:30 pm but before 6:30 am.	.05% of Base pay for night shift.
36	<b>Pay for Coll/Tuition</b>	Assoc - \$608 BA - \$1410 MS - \$1725	Graduated based on hrs/degree from \$500-\$3000 per yr.	No	No

		<b>Tulsa</b>	<b>OKI City</b>	<b>Wichita</b>
26	<b>Union Business</b>	Two officers get 40 hrs lodge admin position.	President receives pd time off. 44 Days max. Additional group of 5 individuals.	FOP President or Chief Lodge Steward can be assigned to the Day Shift. Max of 300 hrs for contract negotiations.
28	<b>Longevity</b>	>3 yrs, \$336 per yr + addl \$115.20 ea yr of svc.	Begins Yr 3 1,169. Year 20, \$7,850	> 6yrs \$10 per month, > 11yrs \$60 per mo.
35	<b>Shift Differential</b>	No	.50 per hr, .75 per hr for 2nd and 3rd Shift	.75 per hr on 2nd, 3rd or 4th shift.
36	<b>Pay for Coll/Tuition</b>	Assoc - \$50.00 Mo, BA - \$100.00 Mo, MA - \$150.00 Mo.	Assoc - 75 per mo BA - \$150 per mo, MS - \$175 mo, Return to school, \$1,000 per semester.	BA - \$110 per mo, MS - \$135 per mo. No reimbursement for Tuition.

## Cincinnati

President gets full salary + benefits 40 hour position. Union leave 25 days annually.

Accumulate to a total of 40 days & may be carried over. Wage Committee permitted to attend negotiations while on duty w/no loss not to exceed 500 man hrs.

>8 < 10 \$475 yr  
>10 \$50 ea yr svc  
>18 yrs \$60 ea yr  
svc >25 yrs \$100 ea  
yr svc >30 yrs \$3000  
per yr Pd on Dec 1  
ea yr.

3% of top step rate  
between 6pm-8am.  
Paid as lump sum  
1st period in Dec ea  
yr. Also pays rank  
differentials 8-16%

Percentage of  
reimbursement  
based on grades up  
to 6 cred hrs per  
semester. 2%  
training allowance  
per yr.

		Omaha	Lincoln	Des Moines	St. Paul	
37	<b>Wage Steps - Min to Max</b>	Offcr 5 yrs 7 Steps . Sgts, Ltnt, Cptn 1 yr 3 Steps.		6 mo advances to step C, then annual advances to step K. Performance based.	Increase to mid- range after probation. 1/2 step after 1st yr. Annual 1 step increases until top of range.	20
40	<b>Out of Class Pay</b>	5 days pd at lowest base of higher rank.		No	Understudy compensation 1 hr comp time per shift.	15 Days pay changed to out-of- class assignment for duration as if promoted.
41	<b>Specialty Pay</b>	Internal Affairs, Background Inspections, Traffic Accident Invest., Major Crimes, North Invest., South Invest., Homicide, Special Victims, Gang, Narcotics, Crime Analysis Lt., Pawn, CIB Operations.		Yes - \$50 mo (crime analysis, internal affairs, ID unit, Crim Invest, Edu & personnel unit) Swat & canine \$179 mo. Field Trainer \$300 mo. Bilingual \$100 mo.	Yes. Bilingual \$600 yr. Bomb Squad \$1000 yr. Field training officers 16 hrs C time for each period.	\$240 mo Swat and Hostage teams. Canine \$340 Mo. Field Trainer \$1.50 hr, Ordnance \$1.50 hr, School Resource .75 hr differential.
42	<b>Premium Pay</b>			No	Yes - Understudy compensation 1 hr comp time per shift as Sgt + 8 hrs c time paid in Dec.	4% for mandated licenses, 5% Senior Commander, 2% Language Interpreter, 1.5 Narcotics

		<b>Tulsa</b>	<b>OKI City</b>	<b>Wichita</b>
37	<b>Wage Steps - Min to Max</b>	9	16.5	14
40	<b>Out of Class Pay</b>	> 15 Days, pd 5% step to next rank. Only allowed when Sgt, Capt, Major, Dep. Chief or Chief positions are vacated.	No	No, 160 wk days or more, pay moves to that of OOC position.
41	<b>Specialty Pay</b>	Canine, Mounted Patrol, Helicopter, Dive Team, Motorcycle, Training Officer.	Investigations, Homicide, Assaults, Robbery, Missing Persons, Auto Theft, Burglery, Larceny, White Collar, Child Abuse, Domesitc Violence, Sex Crimes, Crime Scene, Chiefs Office, Prof Stndrds, Internal Affairs, Pub Integrity, Special Projects, Languages.	\$60.00 per pay period for: Bomb Unit, Canine, Swat Team, Clandestine Lab, Air Section.
42	<b>Premium Pay</b>	No	No	No

## Cincinnati

5.5

> 5 days paid  
highest rate of pay  
for the higher rank  
for all hours worked -  
not cumulative.  
Must meet eligibility  
for each instance.

Field Training,  
Canine, Motorcycle,  
Peace Officer  
Training Academy  
Certification.

4% of top step of  
annual salary rate for  
Training Academy  
Certification paid bi-  
wkly. Not included in  
City's hrly rate calcs.

		Omaha	Lincoln	Des Moines	St. Paul
43	<b>Compensatory Time</b>	Max 134 hrs.	No	Yes. 15 min increments compensated with "C" time at 22.5 min. May accumulate up to 80 hrs before required to take or be pd.	May accumulate up to 100 hrs of comp time (time over regular schedule) to be pd in comp time or cash.
	<b>Excess Time Bank</b>	Created for excess over 134 hrs. No other hrs entered.	No. Not listed.	No. Not Listed	No. Not Listed.
44	<b>Wage Suppl. For Card EE's</b>	2.5% of top PO base pay.	No	No	No
34	<b>Pensions</b>				
	State Sponsored Benefit Percentage	20 Pages No	No	IPERS	NPERS
	Wage For Benefit	N/A BASE + Overtime, Specialty, Comp, Call-Back, COTA	BASE ONLY - Highest 26 bi-wkly pay/ by 364 days x 365.25 days/ by 12 mos	Average salary	3% Average salary
	Covered Employees	Police Fire	Pol/Fire	Safety Occs	
	Min Ret. Age:	45	50 w/25 yrs svc	55	50
	Ret. Ben:	50%	48%	64.50%	60%
	Max Ret Ben:	30 yrs 75%	68%	64.50%	90%
	Years of Empl:	20	7.6% for 1st 21 yrs of svc	21	30
	Comp Formula:	Highest bi-wkly within final 130 pay periods. + COTA (career OT average).	Avg 3 of 5 yrs. No OT.	Avg 3 of 5 yrs. No OT.	Avg of 5 yrs of highest salary.
	ER Cost:	33.67%	11%	17.0%	14.10%
	EE Cost:	16.15%	8%	9.4%	9.40%

		<b>Tulsa</b>	<b>OKI City</b>	<b>Wichita</b>
43	<b>Compensatory Time</b>	No	No	40 hrs May be carried over.
	<b>Excess Time Bank</b>	No	No	No
44	<b>Wage Suppl. For Card EE's</b>	No	No	No
34	<b>Pensions</b>			
	State Sponsored:	Yes	Yes	No
	Benefit Percentage:	2%	2.50%	2.50%
	Wage For Benefit:	BASE ONLY	BASE ONLY - 30 Mos of last 60 Mos. (Does not include Sick or Ann. Leave).	Final Average Salary
	Covered Employees		Police	Pol/Fire
	Min Ret. Age:	Age 50	Age 50	50
	Ret. Ben:	50%	50%	20 yrs
	Max Ret Ben:	75%	75%	2.5% ea yr svc
	Years of Empl:	30 yrs	30 yrs	75%
	Comp Formula:	Highest salaried 30 consec mos of the last 60 mos of credited svc.	Highest salaried 30 consec mos of the last 60 mos of credited svc.	30 yrs
	ER Cost:	13%	13%	Final avg salary.
	EE Cost:	8%	8%	17.50%
				7%

**Cincinnati**

120 + 8 hrs. Option  
to sell back 80 hrs  
ea Jun. All recruits  
recv 60 hrs comp  
upon graduation.

Donated Time Bank  
- 3hrs per person per  
yr.

No

No

2.50%

Average Annual  
Salary

Pol/Fire

48

25 yrs

60%

72%

33 yrs

Avg annual salary.

19.50%

10%

	<b>Omaha</b>	<b>Lincoln</b>	<b>Des Moines</b>	<b>St. Paul</b>
<b>Total Pension Cost:</b>	<b>49.82%</b>	<b>19.00%</b>	<b>26.4%</b>	<b>23.50%</b>
<b>DROP OPTION</b>	Yes	No	No	No

	<b>Tulsa</b>	<b>OKI City</b>	<b>Wichita</b>
<b>Total Pension Cost:</b>	<b>21%</b>	<b>21%</b>	<b>25%</b>
<b>DROP OPTION</b>	Yes	Yes	No

**Cincinnati**

**30%**

Yes