

FINANCIAL EDUCATION

Ramsey Solutions

Encourage, Motivate, and Educate

Financial education is continual from generation to generation.

Making money is an action. Keeping money is behavior. Growing money is knowledge.

Ignacio G. Cantu

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This packet follows the guiding principles created by Dave Ramsey's 7 Steps for Financial Peace.
Financial education is another tool for creating a well-rounded and knowledgeable Police Officer.

Challenge Date:

Family

Create Wealth

Every day, I speak and educate people about Dave Ramsey. We all want to become millionaires, but no one teaches you how to become one. Dave Ramsey does. He lays a 7-step plan for you to become a millionaire. It doesn't matter if you only make \$20,000 or \$50,000 or even more a year. The 7-step plan consists of setting up goals to become debt free and creating real wealth using your paycheck.

You might be in a good position to start this plan; each one of you has an advantage over the other. You might be young, or you might have only a house payment or only a car payment or have neither. The plan works. When you're sick and tired of being sick and tired, not knowing where your money went. Start the Dave plan. Don't lose focus or, worse yet, not even start.

After multiple years of working various jobs, I wished someone would've explained to me the 7-step plan a long time ago. I would've been in a different financial position than I am now. I thought I was doing okay. Real quick, I found out I was wrong. Right now, is the time to look into it; don't set it aside.

Two things are certain in life: death and taxes. Be prepared spiritually for death and take advantage of the other - taxes. If you don't know where to start, start by watching his videos on YouTube. Watch them with an open mind, from start to finish. Once you're fully committed, you can encourage, motivate, and educate your family/friends/co-workers about it.

We all drive around daily, and instead of listening to music, listen to Dave. Instead of getting home and watching tv/movies or playing video games, watch Dave instead. Most videos are short, 5 to 10 minutes long. If the video applies to you, watch it; if it doesn't, skip it. The more you watch, the more you learn. It's worth the time to watch it. Educate yourself, so then, later, you can educate those around you.

The plan is simple, and it works. Use it to your advantage. It doesn't cost you money, and it's something you're already doing. Working together and following the 7 baby steps, my wife and I paid off \$65,000 in debt within 18 months. No more credit cards, auto loans, or personal loans. To now being positive over \$100K in net worth. I went from only relying on my paycheck to now having six investment accounts.

Taking action and being consistent allowed us to accomplish this goal. One thing to remember, no one cares about your finances, as much as you should care about your finances. Finances can be intimidating; start by moving one baby step at a time. Create your "why" on why you want to start this plan. Do you want to travel? Do you want to buy a home? Do you want to give money away and not worry about it? Create your why.

Wealthy families talk and educate each other about finances. You should too. Be the first millionaire in your family! Change your family's legacy. Start today! Follow Dave Ramsey on YouTube. If you have any questions, comments, or concerns about what step you can take next, call, or text me. I'm willing to teach you, as long as you're willing to learn.

7 Steps for Financial Success

Step 1: Save \$1,000 for Your Starter Emergency Fund

In this first step, your goal is to save \$1,000 as fast as you can. Your emergency fund will cover those unexpected life events you can't plan for. You don't want to dig a deeper hole while you're trying to work your way out of debt!

Step 2: Pay Off All Debt (Except the House) Using the Debt Snowball

Next, it's time to pay off the cars, the credit cards, and your student loans. Start by listing all your debts except for your mortgage. Put them in order by balance from smallest to largest. This is called the debt snowball method, and you'll use it to knock out your debts one by one.

Step 3: Save 3–6 Months of Expenses in a Fully Funded Emergency Fund

You've paid off your debt! Don't slow down now. Take that money you were throwing at your debt and build a fully funded emergency fund that covers 3–6 months of your expenses. This will protect you against life's bigger surprises, like the loss of a job or your car breaking down, without slipping back into debt.

Step 4: Invest 15% of Your Household Income in Retirement

It's time to get serious about retirement—no matter your age. Take 15% of your gross household income and start investing it into your retirement. Start with your company's 401(k) plan and receive the full employer match. Invest the rest into Roth IRAs—one for you and one for your spouse.

Step 5: Save for Your Children's College Fund

By this step, you've paid off all debts (except the house) and started saving for retirement. Next, it's time to save for your children's college expenses. It's recommended to use 529 college savings plans or ESAs (Education Savings Accounts).

Step 6: Pay Off Your Home Early

Your mortgage is the only thing between you and complete freedom from debt. Can you imagine your life with no house payment? Any extra money you can put toward your mortgage could save you tens (or even hundreds) of thousands in interest.

Step 7: Build Wealth and Give

You know what people with no debt can do? Anything they want! The last step is the most fun. You can live and give like no one else! Keep building wealth and become insanely generous. Leave an inheritance for your kids and their kids. Now, that's what we call leaving a legacy!

Dave Ramsey's Complete Guide to Money

Key Points for Financial Peace

1. Saving must become a priority. You must save for an emergency fund, major purchases, and wealth building.
2. There're three main uses for money. Give, Save, and Spend.
3. In order to win with money, you must spend all of your money on paper, on purpose, before the month begins. That's called a budget.
4. Debt is the most aggressively and successfully marketed product in history. The key to getting out of debt is attacking the debt snowball with gazelle intensity.
5. The FICO credit score is not a measure of winning financially. It is an "I Love debt" score.
6. Discuss major purchases with your spouse (if married) or with an accountability partner (if single). Never buy anything you do not understand-including products, services, or investments.
7. The purpose of insurance is to transfer risk from you to the insurance company. An emergency fund will allow you to carry higher deductibles, which in turn lowers your premium.
8. Always use the power of CASH. It has an emotional impact on the buyer and the seller.
9. Diversification is crucial in investing. Most millionaires have a simple, repeatable investment strategy. There's no need to overcomplicate your investments. Mutual funds are the best choice for long-term investing. Diversify your mutual funds' investments evenly across four types: growth, growth and income, aggressive growth, and international.
10. Your financial independence at retirement is up to you. Do the baby steps in order.
11. You are more than your job. You must view your career in perspective with everything else in your life.
12. When buying a home, think like an investor. When selling a home, think like a retailer. Don't dismiss the idea of paying cash for a house.

Ramsey, Dave. Complete Guide to Money. Franklin Tennessee: Lampo Press

Knowledge is Power

Personal Financial Education:

This list is for financial peace; it's in no specific order.

- Know the concepts and ideas behind each.
- Read it, learn it, and apply it.
- Yes, it's a lot of information, but so is LIFE!

1. Personal Income (Gross vs. Net)

- (1) Gross income includes your wages, dividends, capital gains, business income, retirement distributions as well as other income.
- (2) Net income is the amount of money you bring home after taxes and deductions are taken out of your paycheck.

2. Taxes

- (1) Taxes are the money a person or business must pay taxes to help fund public spending.

3. Federal Withholding (W-4 form)

- (1) Withholding is the amount of federal income tax withheld from your paycheck.

4. Social Security

- (1) Taxes under the Federal Insurance Contributions Act (FICA) are composed of old-age, survivors, and disability insurances taxes, also known as social security taxes.

5. Savings

- (1) A savings account is an interest-bearing deposit account held at a bank or other financial institution.

6. Investing - 4 types of mutual funds: Aggressive Growth (Small Cap), Growth (Mid Cap), Growth and growth income (Large cap) and International funds.

- (1) Mutual fund is a regulated investment company that pools the funds of investors allowing them to take advantage of a diversity of investments and professional asset management.

7. Retirement Accounts (401K, 457, 403B, Thrift Savings Plan - TSP)

- (1) IRAs allow you to make tax-deferred investments to provide financial security when you retire.

8. ROTH Account

- (1) You pay taxes on your designated Roth contributions.

9. Time Share Vacation

- (1) A type of vacation property with a shared ownership model.

10. Life Insurance (Term vs. Whole Life Insurance)

- (1) A contract between a life insurance company and a policy owner. A life insurance policy guarantees the insurer pays a sum of money to one or more named

beneficiaries when the insured person dies in exchange for premiums paid by the policy holder during their lifetime.

11. Credit Cards

- (1) A card authorizing purchases on credit.

12. Mortgage

- (1) A conveyance of or lien against property that becomes void upon payment or performance according to stipulated terms.

13. Loans

- (1) Money lent at interest.

14. College Expense (529 account grows tax free/scholarships)

- (1) A program established and maintained by a state, or an agency or instrumentality of a State that allows a contributor either to prepay a beneficiary's qualified higher education expenses at an eligible educational institution or to an account for paying those expenses.

15. Health Savings Account (HSA)

- (1) A tax-exempt trust or custodial account you set up with a qualified HSA trustee to pay or reimburse certain medical expenses you incur.

16. Money Market Account

- (1) A mutual fund that invests solely in cash and cash equivalent securities.

17. Checking vs. Savings Account

- (1) An account which the depositor can draw checks.
- (2) An account on which interest is usually paid and from which withdrawals can be made.

18. Budget (Cash Flow Plan)

- (1) The amount of money that is available for, required for, or assigned to a particular purpose.

19. Compounding Interest

- (1) Interest computed on the sum of an original and accrued interest.

20. Home Equity Loans

- (1) A loan based on the amount of equity a person has in his or her home.

Eventually, you'll have to learn all these financial concepts if you want to become wealthy. Talk to your family about these concepts and ideas. Change your family's legacy today. Leave an inheritance. Change lives.

There're only three things you can do with money: **Give, Save and Spend.**

LEO Career: Key Points

Payroll Stub: go line by line, learn and understand each deduction.

- Annual Leave max 480 hours per year
- Sick Leave max 1440 combined.
- Deferred Contributions
 - Funds are withdrawn from an employee's income without being taxed and are only taxed upon withdrawal.
- Education pay (monthly pay)
 - Associate degree \$120.00
 - Bachelor's degree \$250.00
 - Master's degree \$300.00
- Texas Commission on Law Enforcement (TCOLE certification - monthly pay)
 - Intermediate Certificate \$175.00
 - Advance Certificate \$225.00
 - Master's Certificate \$300.00
- TCOLE hours and years of service: it's your responsibility for accuracy.
- W4 status: Federal withholding, tax return

Texas Municipal Retirement System (TMRS) Know it's a pension plan.

- Know your log in information.
 - Contribution 7% of gross pay per check.
 - 2 to 1 city match.
 - 5% ROI on your account distributed yearly.
- 20 years of service to be eligible to retire.
- Lump Sum option, max 75% of account. Match only what is left in account.

Blue Cross Blue Shield: HSA vs FSA

- Health Saving Account (HSA)
 - High deductible health plan - lower monthly premium
 - Grows tax-free and earns interest (Plus it's an Investable Account)
 - Not taxed when you pay for medical expenses.
 - Rolls over from year to year.
- Flexible Spending Account (FSA)
 - You can save for qualified medical expenses, no taxes on contributions.
 - Use it to pay childcare.
 - You can't earn interest on account (can't invest)
 - Doesn't roll over from year to year, use it or lose it

Supplemental retirement

- Nationwide or Mission Square (formerly ICMA)
 - Has maintenance fee.
 - Has management fee (can be eliminated)
 - It's considered a 457 plan.
 - Each offers a ROTH (pay taxes on money going in, withdrawals are tax free)
- Spectrum Insurance plans
- Health and Wellness points: City Nurse/Personal days
- Retirement: City adds (8) additional hours of sick leave per year of service

The Story of Ben and Arthur

This graph shows the power of compounding interest and the benefits of investing sooner.

Both save \$2,000 per year at 12%. Ben starts at age 19 and stops at age 26, while Arthur starts at age 27 and stops at age 65.

AGE	BEN INVESTS:		ARTHUR INVESTS:	
19	2,000	2,240	0	0
20	2,000	4,749	0	0
21	2,000	7,558	0	0
22	2,000	10,706	0	0
23	2,000	14,230	0	0
24	2,000	18,178	0	0
25	2,000	22,599	0	0
26	2,000	27,551	0	0
27	0	30,857	2,000	2,240
28	0	34,560	2,000	4,749
29	0	38,708	2,000	7,558
30	0	43,352	2,000	10,706
31	0	48,554	2,000	14,230
32	0	54,381	2,000	18,178
33	0	60,907	2,000	22,599
34	0	68,216	2,000	27,551
35	0	76,802	2,000	33,097
36	0	85,570	2,000	39,309
37	0	95,383	2,000	46,266
38	0	107,339	2,000	54,058
39	0	120,220	2,000	62,785
40	0	134,646	2,000	72,559
41	0	150,804	2,000	83,506
42	0	168,900	2,000	95,767
43	0	189,168	2,000	109,499
44	0	211,869	2,000	124,879
45	0	237,293	2,000	142,104
46	0	265,768	2,000	161,396
47	0	297,660	2,000	183,004
48	0	333,379	2,000	207,204
49	0	373,385	2,000	234,308
50	0	418,191	2,000	264,665
51	0	468,374	2,000	298,665
52	0	524,579	2,000	336,745
53	0	587,528	2,000	379,394
54	0	658,032	2,000	427,161
55	0	736,995	2,000	480,660
56	0	825,435	2,000	540,579
57	0	924,487	2,000	607,688
58	0	1,035,425	2,000	682,851
59	0	1,159,676	2,000	767,033
60	0	1,298,837	2,000	861,317
61	0	1,454,698	2,000	966,915
62	0	1,629,261	2,000	1,085,185
63	0	1,824,773	2,000	1,217,647
64	0	2,043,746	2,000	1,366,005
65	0		2,000	
		2,288,996		1,532,166

Saving
only \$167
a month!

Arthur
invested
\$78,000
and
NEVER
caught
up!

Ben invested only \$16,000!

An Example of Investment Accounts

1. TMRS (Pension plan)
2. Charles Schwab ROTH
3. Mission Square Traditional
4. Health Savings Account (Ameritrade)
5. AXOS bank (money market account)
6. Victory Capital (529 college savings plan)

Source Material:

1. Texas Municipal Retirement System (800)924-8677
<https://www.tmr.com/>

2. Mission Square ICMA-RC (800)669-7400
<https://www.missionsq.org/>

3. Charles Schwab (877)519-1403
<https://www.schwab.com/>

4. Health Savings Account (800)357-6246
<https://www.hsabank.com/hsabank/homepage>

5. Money Market account (Google)

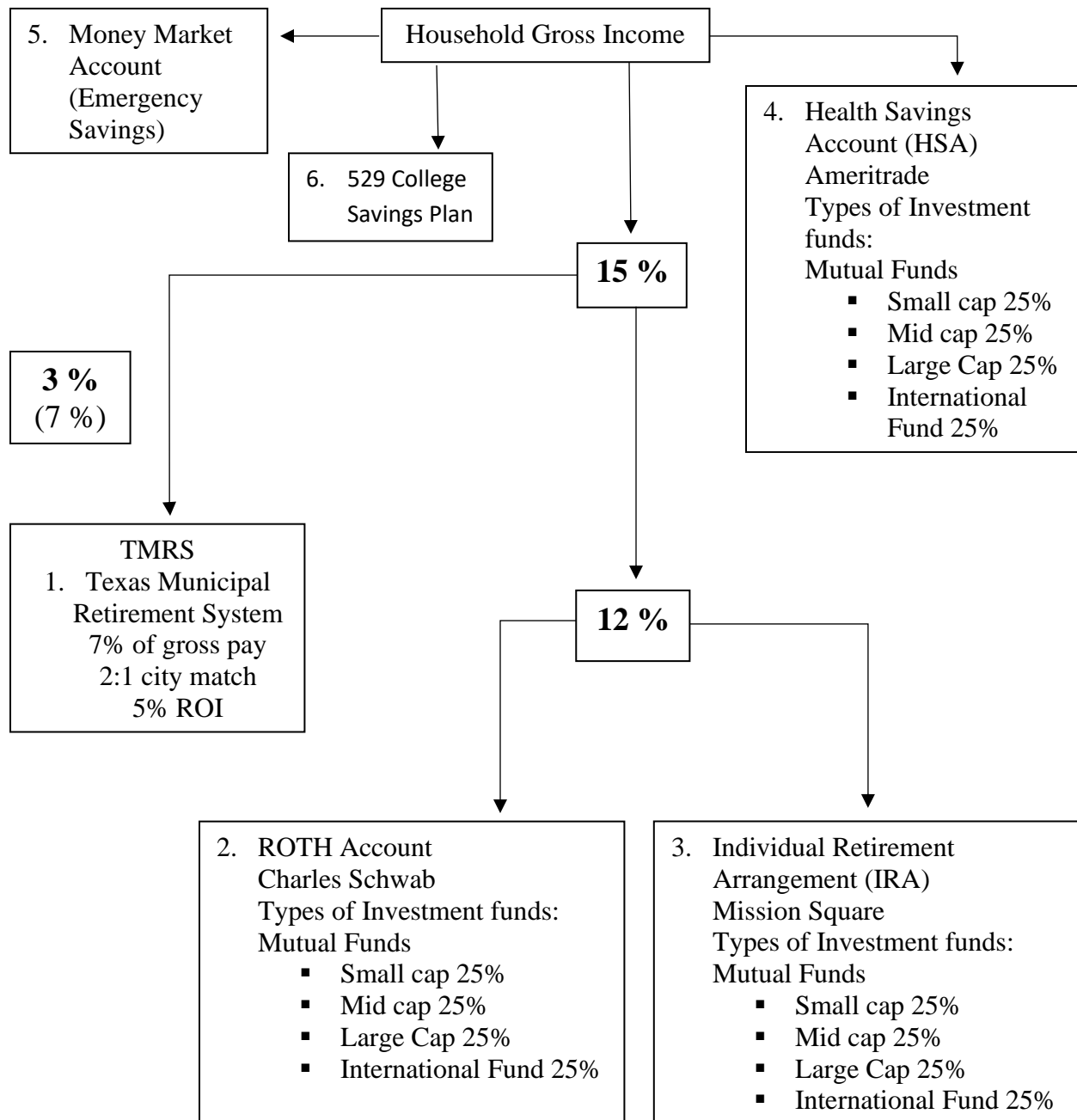
6. 529 College Savings Plan (Google)

Nationwide (877)669-6877
<https://www.nationwide.com/>

- Prior Military with a TSP account, check your account access and balance.
 - TSP: Thrift Savings Plan
- Those with prior retirement accounts (previous jobs), check your account access and balance.
- List all your accounts. Know your log in and password information.

Disclaimer: This information is for educational purpose only.
Contact a certified financial advisor for further assistance.

An Example of Investment Accounts



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Creating Financial Peace

It's highly recommended to watch the first 10 videos in order, 1-10.

1. **Who is Dave Ramsey?**
<https://youtu.be/HJYWvmZoQiM>
2. **How to become a Millionaire?**
<https://youtu.be/7wjuCgtLOyA>
3. **The 7 steps explained.**
https://youtu.be/OO25TrVo_dU
4. **What credit cards are costing you?**
<https://youtu.be/MFkBoXhl5SU>
5. **How to improve your credit score?**
<https://youtu.be/3k0Obl4OBbY>
6. **How to make a smart car purchase?**
https://youtu.be/o0CZ1v5U_y8
7. **The best way to buy a house?**
<https://youtu.be/ZOspdxkR68>
8. **The best way to invest money?**
<https://youtu.be/V8eJ135Z640>
9. **How can I avoid a tax refund?**
<https://youtu.be/qof77nhQtdM>
10. **How to create a budget?**
<https://youtu.be/4Eh8QLcB1UQ>
11. **Will paying off your house mean higher taxes?**
<https://youtu.be/1XcQhzoiti4>
12. **Working with my spouse to create wealth.**
<https://youtu.be/OVR6kdJme-c>
13. **Are car payments ok?**
https://youtu.be/_oG6mQ5rjFI
14. **Should my mutual fund choices change as I get older?**
<https://youtu.be/NdkSSLAfsYM>
15. **Why should I choose a Roth 401(k) over traditional?**
https://youtu.be/HPWQ_zlKeyU
16. **What is a money market account?**
<https://youtu.be/IsR5B4x1AkI>
17. **Why Is term insurance better than whole life Insurance?**
<https://youtu.be/mPRTp6XrScM>
18. **How do I use my HSA as a retirement account?**
<https://youtu.be/XbcOViSLJyk>
19. **Time Share Vacations**
<https://youtu.be/o6VNi5hJpiU>
20. **Why you need a \$1,000 Emergency Fund**
<https://youtu.be/1hSUMpfUQEU>
21. **Pay Off Debt using the debt snowball.**
https://youtu.be/Q5jIY8_WmEE
22. **How much should really be in our emergency fund?**
<https://youtu.be/UA-vNBSC8zI>

23. Why invest only 15% of my income if I can do more?

<https://youtu.be/FyZa43WIEW4>

24. Is a 529 better or brokerage account? (College savings account)

<https://youtu.be/DLBUTph3JM>

25. Build Wealth - I'm on Step 7! Now what?

<https://youtu.be/aDnorXvgYcU>

26. Do I pay off mortgage early or invest?

<https://youtu.be/GcXuabCM26o>

27. Do I need a Will?

<https://youtu.be/eyh3IFMKsEg>

28. Should I roll 401K plan or leave it?

<https://youtu.be/Tc6iHf8xIB8>

29. How to get \$500,000 in Scholarships

<https://youtu.be/Fs-2HzURNcg>

30. Debt free Scream!

<https://youtu.be/ynJ68zim5pE>

31. Don't invest in your company's pension plan.

https://youtu.be/4cCHU-Jk3_o

32. Should I take my pension in payments or as Lump Sum?

https://youtu.be/mVyt_GdgK0k



CITY OF LAREDO
Human Resources Department
Employee Health and Wellness Division
Wellness Incentive Checklist FY 2022-2023



The City of Laredo is excited to continue the Wellness Incentive Program for eligible City employees (City employees in permanent full time positions) to receive two (2) wellness days off and a free 1-year membership to all City of Laredo recreation centers, upon the completion of **Eight (8)** wellness activities for Fiscal year 2022-2023.

CHOOSE <u>SIX (6)</u> ACTIVITIES FROM THE FOLLOWING LIST (MANDATORY)	
	Complete InBody <u>and</u> Buena Vida Panel (must receive results counseling by EHW nurse) at EHW clinic. (Buena Vida must be performed on/after October 1, 2022).
	Provide proof that you have a Primary Care Provider. This includes only Family Medicine and Internal Medicine doctors, and last visit to their office must have taken place within 12 months. (Explanation of benefits, medical documentation, or proof of medication (prescription bottle) provided by your primary care physician will be the only allowed forms of verification).
	Annual Physical for employee or spouse covered under The City of Laredo Medical Plan (must be coded as annual physical). Must be completed by Primary Care provider. (Explanation of benefits or documentation provided by PCP are only allowed forms of verification).
	Preventative exams for employees or spouse covered under The City of Laredo Medical Plan (PAP, Mammogram, or Colonoscopy).
	Provide proof of Annual Dental cleaning; employee only.
	Provide proof of Eye exam; employee only.
	Minimum of (4) blood pressure health screenings a year, 1 per week, and (1) counseling session by EHW nurse. (Must be done at any of the 10 health stations located at City Hall, Public Works, Health, Solid Waste, City Hall Annex, Police, Utilities, Planning, Fire or Parks).
	Attend a one-on-one Nutrition Services consultation with our contracted H-E-B registered dietitians.
	Return iFOBT kit (Immunological Fecal Occult Blood Test) to Employee Health. This test determines if blood is present in stool.
	Flu shot (Must be administered by Employee Health & Wellness).
	Complete medical benefit enrollment during The City of Laredo 2022 <i>Online</i> Benefit Enrollment during first week 07/25/2022- 07/31/2022.
	Attend a minimum of one (1) Physical Activity class. Classes will be provided by the City of Laredo Parks & Recreation Department (Zumba, Aerobics, Yoga, etc)

CHOOSE <u>TWO (2)</u> ACTIVITY FROM THE FOLLOWING LIST (Optional)	
	Complete Smoking Cessation Program (Provided telephonically, and free of charge by our Employee Assistance Provider. Call ComPsych: 844-636-4407).
	Attend a minimum of one (1) Explanation of Insurance benefits provided by Human Resources, Health and Benefits Division.
	Attend a minimum of one (1) Employee Assistance Program training provided by ComPsych; includes the monthly available training on "Drinking Responsibly".
	Attend a minimum of one (1) Risk Management training.
	Attend a Nutrition Services class hosted by H-E-B. Group setting to teach quick, easy-to-make healthy meals.

****Participation/ attendance of events requires prior approval of your supervisor and/or department director****

***** All activities must be completed within FY2022-2023; last day to submit documentation is August 31, 2023*****

For more information, please contact our office at (956) 727-6470
Wellness Incentives for FY 2022-2023



CITY OF LAREDO

FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION

P.O. Box 579
Laredo, Texas 78042-0579



August 11, 2023

SOURCE MATERIAL FOR PROMOTIONAL EXAMINATION

POSITION = INVESTIGATOR – LAREDO POLICE DEPARTMENT

As per the Civil Service Commission Meeting held on August 10, 2023, the following is the list for the study guide sources for the Police Investigator Examination:

1. **Criminal Investigation: The Art and the Science**, 9th ed., 2019, Michael Lyman, Pearson, ISBN-13: 978-0135186213.
2. **Criminal Interrogation and Confessions**, 5th ed., 2011, Fred E. Inbau, John Reid, Joseph P. Buckley, and Brian C. Jayne, Jones and Bartlett Learning., ISBN-13: 978-0763799366.
3. **Legal Guide for Police: Constitutional Issues**, 12th ed., 2023, Jeffery T. Walker and Craig Hemmens, Routledge, ISBN-13: 978-1032376271.
4. **Texas Criminal and Traffic Law Manual**, 2021-2022 ed., Blue 360 Media, ISBN: 978-1-63729-148-1.

This notice was posted on the bulletin board at Laredo City Hall located at 1110 Houston Street, Laredo, Texas on the 11th day of August 2023 before 5 p.m.

CESAR R. GARZA
CIVIL SERVICE DIRECTOR

For: JOSE A. VALDEZ, JR.
CITY SECRETARY

REC'D CITY SEC OFF
AUG 14 2023

ARTICLE 13

SALARY AND WAGE TABLE

13.1 Salary.

Each member of the bargaining unit shall be entitled to the following additional compensation regardless of rank:

Effective October 1, 2020, no wage increase.

Effective October 1, 2021, a lump sum payment of \$2,200.00.

Effective October 1, 2022, an across-the-board two percent (2.0%) wage increase.

Effective October 1, 2023, an across-the-board two and a half percent (2.5%) wage increase.

Effective October 1, 2024, an across-the-board three percent (3%) wage increase.

13.2 Wage Table.

		10/1/2019	10/1/2020	10/1/2021	10/1/2022	10/1/2023	10/1/2024
		Rate	Rate	Rate	Rate	Rate	Rate
Police Cadet (*)	Hourly	26.73	26.73	26.73	26.73	26.73	26.73
	Monthly	4,633.20	4,633.20	4,633.20	4,633.20	4,633.20	4,633.20
	Annual	55,598.40	55,598.40	55,598.40	55,598.40	55,598.40	55,598.40
Patrol Officer (**) 0 thru 23 mos.	Hourly	29.75	29.75	29.75	30.35	31.11	32.04
	Monthly	5,156.67	5,156.67	5,156.67	5,260.67	5,392.40	5,553.60
	Annual	61,880.00	61,880.00	61,880.00	63,128.00	64,708.80	66,643.20
Patrol Officer 24 thru 35 mos.	Hourly	32.02	32.02	32.02	32.66	33.48	34.48
	Monthly	5,550.13	5,550.13	5,550.13	5,661.07	5,803.20	5,976.53
	Annual	66,601.60	66,601.60	66,601.60	67,932.80	69,638.40	71,718.40
Patrol Officer 36 thru 59 mos.	Hourly	35.98	35.98	35.98	36.70	37.62	38.75
	Monthly	6,236.53	6,236.53	6,236.53	6,361.33	6,520.80	6,716.67
	Annual	74,838.40	74,838.40	74,838.40	76,336.00	78,249.60	80,600.00
Patrol Officer 60 thru 119 mos.	Hourly	39.07	39.07	39.07	39.85	40.85	42.08
	Monthly	6,772.13	6,772.13	6,772.13	6,907.33	7,080.67	7,293.87
	Annual	81,265.60	81,265.60	81,265.60	82,888.00	84,968.00	87,526.40
Patrol Officer 120 mos. and over	Hourly	40.78	40.78	40.78	41.60	42.64	43.92
	Monthly	7,068.53	7,068.53	7,068.53	7,210.67	7,390.93	7,612.80
	Annual	84,822.40	84,822.40	84,822.40	86,528.00	88,691.20	91,353.60
Investigator All	Hourly	42.77	42.77	42.77	43.63	44.72	46.06
	Monthly	7,413.47	7,413.47	7,413.47	7,562.53	7,751.47	7,983.73
	Annual	88,961.60	88,961.60	88,961.60	90,750.40	93,017.60	95,804.80
Sergeant 0-59 mos.	Hourly	44.73	44.73	44.73	45.62	46.76	48.16
	Monthly	7,753.20	7,753.20	7,753.20	7,907.47	8,105.07	8,347.73
	Annual	93,038.40	93,038.40	93,038.40	94,889.60	97,260.80	100,172.80
Sergeant 60 mos. and Over	Hourly	46.09	46.09	46.09	47.01	48.19	49.64
	Monthly	7,988.93	7,988.93	7,988.93	8,148.40	8,352.93	8,604.27
	Annual	95,867.20	95,867.20	95,867.20	97,780.80	100,235.20	103,251.20
Lieutenant All	Hourly	51.02	51.02	51.02	52.04	53.34	54.94
	Monthly	8,443.47	8,443.47	8,443.47	9,020.27	9,245.60	9,522.93
	Annual	106,121.60	106,121.60	106,121.60	108,243.20	110,947.20	114,275.20
Captain All	Hourly	56.59	56.59	56.59	57.72	59.16	60.93
	Monthly	9,808.93	9,808.93	9,808.93	10,004.80	10,254.40	10,561.20
	Annual	117,707.20	117,707.20	117,707.20	120,057.60	123,052.80	126,734.40
Deputy Police Chief (***) All	Hourly	69.25	69.25	69.25	70.64	72.41	74.58
	Monthly	12,003.33	12,003.33	12,003.33	12,244.27	12,551.07	12,927.20
	Annual	144,040.00	144,040.00	144,040.00	146,931.20	150,612.80	155,126.40
Assistant Police Chief (****) All	Hourly	76.17	76.17	76.17	77.69	79.63	82.02
	Monthly	13,202.80	13,202.80	13,202.80	13,466.27	13,802.53	14,216.80
	Annual	158,433.60	158,433.60	158,433.60	161,595.20	165,630.40	170,601.60

(*) Police Cadets are included within the wage table for demonstrative purposes only, and are not entitled to receive the additional compensation or wage increases provided for in Section 13.1 above. The hourly base rate of pay for Police Cadets is set by the City and shall remain subject to change at any time in the City's sole discretion.

(**) Patrol Officers in step 1 must complete 23 months from date of pinning to move on to Patrol Officer step II.

(***) Deputy Police Chiefs and Assistant Police Chiefs shall be entitled to the additional compensation and wage increases provided for in Section 13.1 above. This notwithstanding, the hourly base rate of pay for Deputy Police Chiefs and Assistant Police Chiefs is set by the City and shall remain subject to change at any time in the City's sole discretion.