

**EXHIBIT B****SALARY GUIDE****SERGEANT SALARY GUIDE - Salaries in parenthesis ( ) = base pay without senior officer pay**

	Effective 1/1/2005	Effective 1/1/2008	Effective 1/1/2009
STEP #1	\$72,835	\$77,652	\$81,650
STEP #2	\$75,470	\$80,419	\$84,465
STEP #3	\$78,619	\$83,725	\$87,936
STEP #4	\$79,984 (\$78,619)	\$85,090 (\$83,725)	\$89,301 (\$87,936)
STEP #5	\$80,984 (\$78,619)	\$86,090 (\$83,725)	\$90,301 (\$87,936)
STEP #6	\$81,484 (\$78,619)	\$86,590 (\$83,725)	\$90,801 (\$87,936)

**LIEUTENANT SALARY GUIDE - Salaries in parenthesis ( ) = base pay without senior officer pay**

	Effective 1/1/2005	Effective 1/1/2008	Effective 1/1/2009
STEP #1	\$80,737	\$85,949	\$90,271
STEP #2	\$87,584	\$93,138	\$97,820
STEP #3	\$88,949 (\$87,584)	\$94,503 (\$93,138)	\$99,185 (\$97,820)
STEP #4	\$89,949 (\$87,584)	\$95,503 (\$93,138)	\$100,185 (\$97,820)
STEP #5	\$90,449 (\$87,584)	\$96,003 (\$93,138)	\$100,685 (\$97,820)

**CAPTAIN SALARY GUIDE - Salaries in parenthesis ( ) = base pay without senior officer pay**

	Effective 1/1/2005	Effective 1/1/2008	Effective 1/1/2009
STEP #1	\$89,627	\$95,283	\$100,072
STEP #2	\$97,282	\$103,321	\$108,512
STEP #3	\$98,647 (\$97,282)	\$104,686 (\$103,321)	\$109,877 (\$108,512)
STEP #4	\$99,647 (\$97,282)	\$105,686 (\$103,321)	\$110,877 (\$108,512)
STEP #5	\$100,147 (\$97,282)	\$106,186 (\$103,321)	\$111,377 (\$108,512)