

**DPOA 2018 PROPOSAL  
SET FOR RATIFICATION  
UPON APPROVAL OF THE DPOA BOARD OF  
DIRECTORS**

- **2% SIGNING BONUS**
  
- **ALL 15+ YEAR DPOA MEMBERS OFFERED CORPORAL RANK**
  - \*PROVIDED**
    1. Not under criminal charges
    2. Not on a DPD 350
    3. Member accepts the promotion
  
- **2.5% PATROL INCENTIVE STARTING JANUARY 1, 2019 (5+ years seniority)**
  - \*INCLUDES**
    1. Precinct Platoons I, II, III and IV
    2. Gaming
    3. Downtown Services
    4. All of Metro Division
  
  - \*EXCLUDES**
    1. Members in administrative duties
    2. Members working in Investigative Operations Unit
    3. Members who are assigned out from the qualifying sections and cease performing patrol functions for 30 days or more.
  
  - \*NOTE**

If a member on patrol is injured in the line of duty he/she will continue to receive the Patrol Incentive while disabled.
  
- **CATASTROPHIC COVERAGE**
  1. Any member who is catastrophically injured in the line of duty will be eligible to participate in the City's hospitalization, medical insurance, optical and dental care plans, including their spouse until they become Medicare eligible (if applicable) and their dependent children up to 26 years of age.
  - \*INCLUDES**
    1. Spinal cord injury involving severe paralysis;
    2. Loss of use of one or more limb;
    3. Severe brain or closed-head injury resulting in cerebral disturbance;
    4. severe 3rd degree or 4th degree burns; or
    5. blindness

**\*NOTE**

This provision will include all members who have sustained the aforementioned injuries since December 10, 2014.

- **DROP**

1. 5 year cap extended to a 10 year cap
2. Members under the no cap DROP will be grandfathered under those terms, being they will not be subject to the terms in this provision.
3. Any member who received an unsatisfactory performance evaluation shall be entitled to an appeals process as well as final review by the Chief of Police. If a member receives a second consecutive unsatisfactory evaluation, that member MAY be retired and separated from employment.

- **TUITION REIMBURSEMENT**

Members who are eligible for tuition reimbursement shall have 60 days from the course ending date to submit their tuition reimbursement application form along with an official transcript or grade report.

- **HOLIDAYS**

1. Memorial Day, 4th of July, Labor Day and Veterans Day added to the CBA
- 2.0x + regular days pay (max 8-hour shift)

- **COMP TIME IN LIEU OF SUSPENSION TIME**

Members may elect to exhaust comp time in lieu of suspension time.

- **WAGE INCREASES 2020/2021**

1. 2.5% wage increase July 1, 2020
2. 2.5% wage increase July 1, 2021

- **\$2.00 DEATH BENEFIT TO BE INCREASED TO \$20.00 AND MANDATORY FOR ALL DPOA MEMBERS**