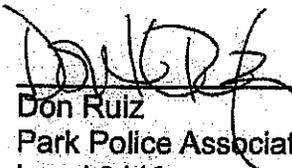


ARTICLE 14
Compensation

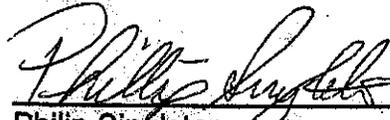
1. Effective July 1, 2013, the salary plan in Appendix A will increase by one point five percent (1.5%) across the board.
2. Effective July 1, 2015, the salary plan in Appendix A will increase an additional two percent (2%) across the board.
3. **EFFECTIVE JULY 1, 2016, THE SALARY PLAN IN APPENDIX A WILL INCREASE BY TWO PERCENT (2.0%) ACROSS THE BOARD**



Sandy Jeantete
Clark County



Don Ruiz
Park Police Association, CWA/NAPSO
Local 9110



Philip Singleton
Park Police Association, President