EXHIBIT B

PAY STEP AND GRADE FOR SWORN POLICE OFFICERS

Grade	Position Title	Department	Description	Authorized Personnel	Pay Rate	Frequency
PD 10.1	Probationary Police Off.	Police Dept.	Year 1	30 total for all five PD 10 titles	$22.60	Hourly
PD 10.2	2nd Class Police Officer	Police Dept.	Year 2		$27.40	Hourly
PD 10.3	1st Class Police Officer	Police Dept.	Start of yr. 3 w/ Munster PD. Or Yr. 1 as Lateral Hire		$28.23	Hourly
PD 10.4	1st Class Regular Off.	Police Dept.	Start of yr. 6 w/ Munster PD.		$29.72	Hourly
PD 10.5	1st Class Veteran Off.	Police Dept.	Start of yr. 10 w/Munster PD.		$32.19	Hourly
*PD 10.6	Special 1st Class Off.	Police Dept.	After 34 yrs. LE & 20 yrs. w/Munster	Pension Salary	$34.09 + 20 yr. Longevity	Hourly
PD 13.1	Sergeant	Police Dept.	Starting	9 total for all 3 titles	$34.17	Hourly
PD 13.2	1st Class Sergeant	Police Dept.	Start of yr. 6 as Sgt.		$35.66	Hourly
PD 13.3	Veteran Sergeant	Police Dept.	Start of yr. 10 as Sgt.		$37.14	Hourly
PD 16.1	1st Class Lieutenant	Police Dept.	Starting	3 total for both titles	$3,268.27	Biweekly
PD 16.2	Veteran Lieutenant	Police Dept.	Start of yr. 5 as Lt.		$3,481.29	Biweekly
PD 19.1	Chief of Police	Police Dept.		1	$4,052.56	Biweekly

*There is established a pay grade styled as Special 1st Class Officer. An officer possessing the rank of 1st Class Police Officer, that possesses at least thirty-four years of service as a police officer, the last twenty-five of which have been served consecutively and successfully with the Munster Police Department, shall be paid the identified hourly salary as base pay. For the purposes of establishing pension benefits under IC 36-8-1-11, IC 36-8-6-9, IC 36-8-6-9.6, IC 36-8-8.5, and IC 36-8-8-11, employee contributions under IC 36-8-6-4(3) and IC 36-8-8-8, or employer contributions under IC 36-8-8-6, the salary of the Special 1st Class Officer plus the longevity pay fixed for twenty years shall be used.