



HARRIS COUNTY DEPUTIES' ORGANIZATION

5100 Westheimer Road, Suite 105 • Houston, Texas 77056
TEL: (713) 659-0017 • FAX: (713) 750-0070
Website: www.hcdo.com



HCDO Board & Legal

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- Vice President Eric Batton
- Treasure Stuart Campbell
- Board Position 1 Paul Bruce
- Board Position 2 Curtis Brown
- Attorney Carson Joachim
- Attorney Joshua Normand
- Attorney Robin McIlhenny
- Legal Assistant Kimberly Gilbert

Update your information

We have noticed that a lot of the members' information (I.E. email and phone numbers) is not current. We need you to contact our office and update your mailing address, phone numbers and emails. This is very IMPORTANT. We need current information to be able to send you important information like the Christmas invitations, election ballots (thru email) and other information. Call the office at 713-659-0005 or email us at PBruce@hcdo.com

Snap Shot

Dispatch went to 12 hour shifts as a pilot program on June 11th 2016. Most of the dispatchers are unhappy with this change. However we need to give this pilot program a chance. HCDO will be monitoring the pilot program closely.

HCDO offices have moved

Harris County Deputies' Organization has re-located our offices. The old office building on Texas Avenue was sold. We have re-located to 5100 Westheimer Road, Suite 105. This is a temporary move. We are looking at purchasing our own facility in the future. This is more cost effective and better for the organization.

Become a Member Today

Become a member today. It is easy to sign up. You can go to HCDO.COM or fill out the attached membership form and mail it to us at 5100 Westheimer suite 105 or fax it to our office 713-750-0070

Becoming a member is like buying insurance. You would not own a brand new car without buying insurance. Why would you not invest in Legal Assistance? Our legal team is here for the members. They provide legal assistance in work related incidents. This includes helping members write statements for IAD investigations, Sheriff's Hearings and Civil Service hearings. They also help the members draft grievances and living wills. **What the HCDO provides for you;**

Legal Representation, Political Representation
We work on better pay, working conditions and benefits.

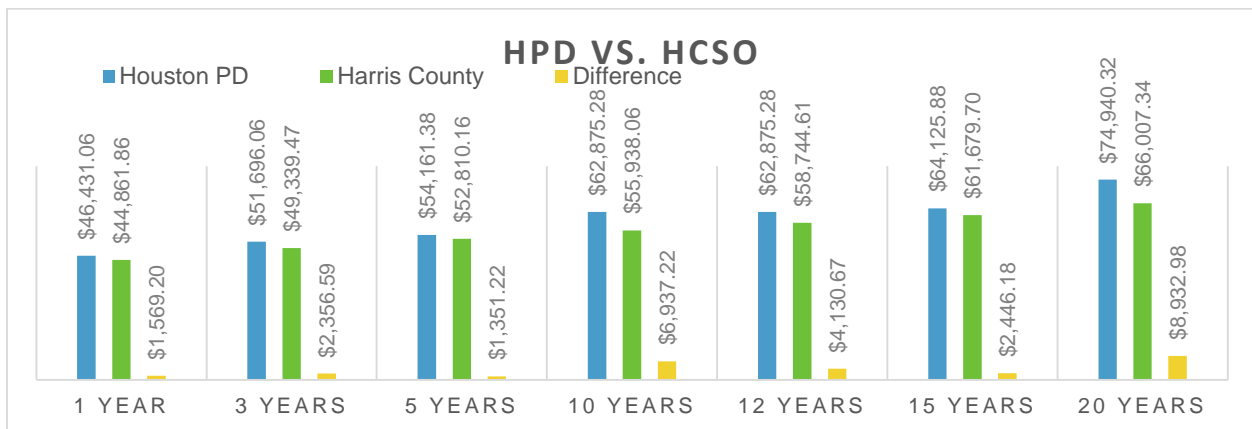
WWW.HCDO.COM

Harris County Deputies Organization Conducts a Pay Study - Part I

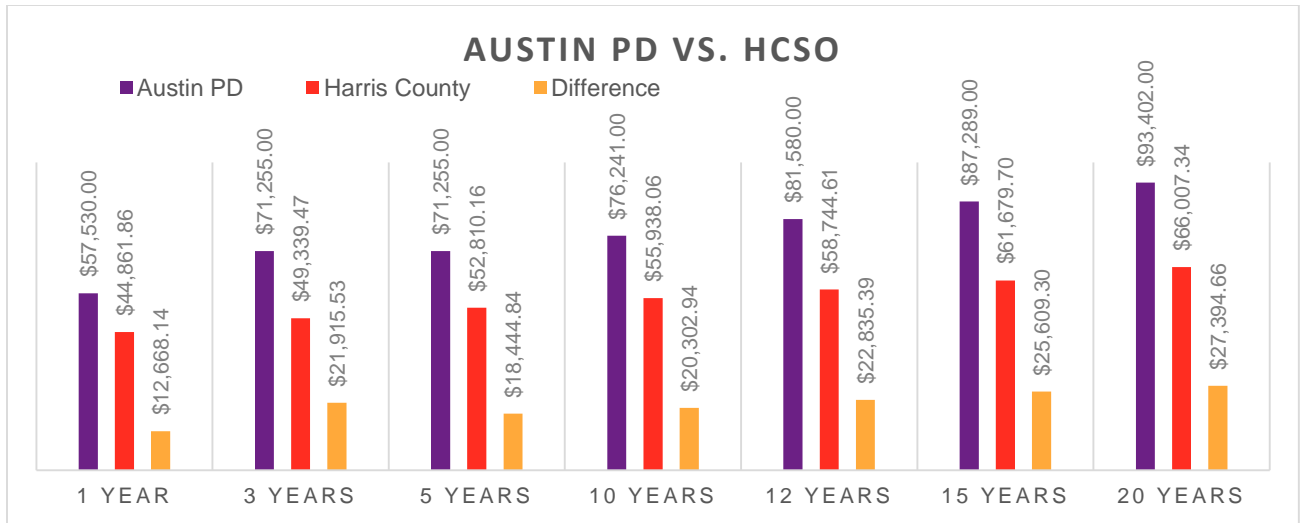
County Commissioner’s Court approved an across the board 3% pay raise in June 2016. With that being said we are still behind in our salary to remain competitive in an ever shrinking market. With the negative public sentiment towards law enforcement and the lack of interest in going into this profession it becomes ever so necessary to gain a competitive edge on hiring the most qualified candidates for the job. Without that competitive edge we are losing the most qualified or the best candidates for our profession. The Harris County Sheriff’s Office is the third largest Sheriff’s Office in the nation. We owe it to the citizens of Harris County to provide the best Detention Officers, Communications Officers and Deputies.

In order to remain competitive the Harris County Deputies Organization has conducted a pay study. We are committed to working with the County Commissioner’s Court and County Budget Office to find the best solution to our pay and incentive pay.

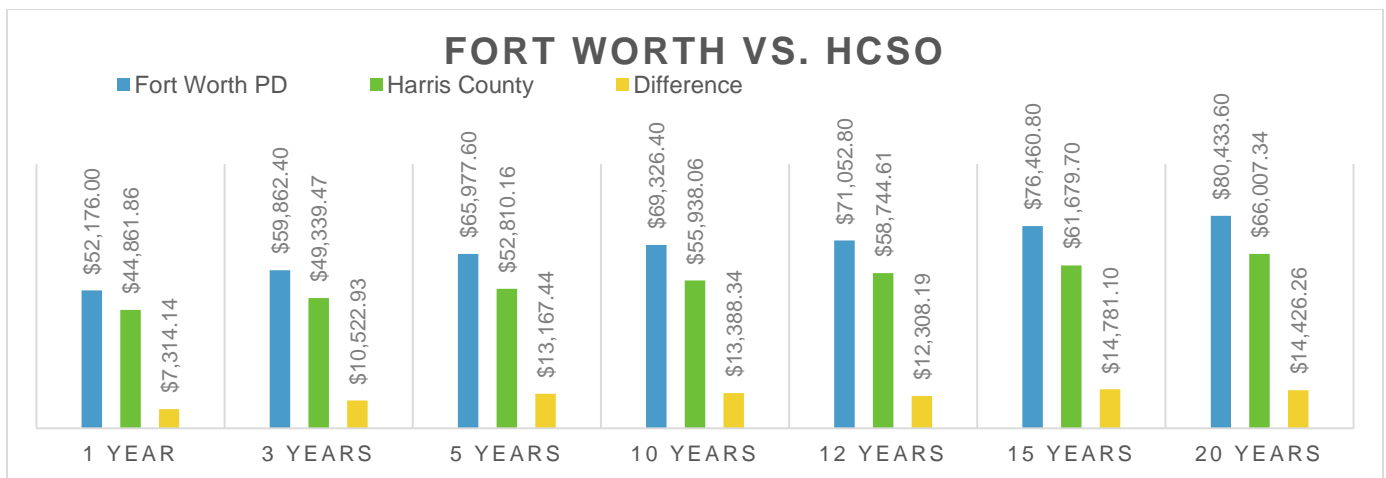
The results from the pay study show the Harris County Sheriff’s Office is 15.18 percent below average. The HCDO will be working with the Harris County Commissioner’s Court and the Budget Office to resolve the difference in the pay. Below are some comparisons charts to illustrate the differences in **BASE PAY** and a copy of the pay study results. **Part II** and **III** will come in the next issue of the newsletter.



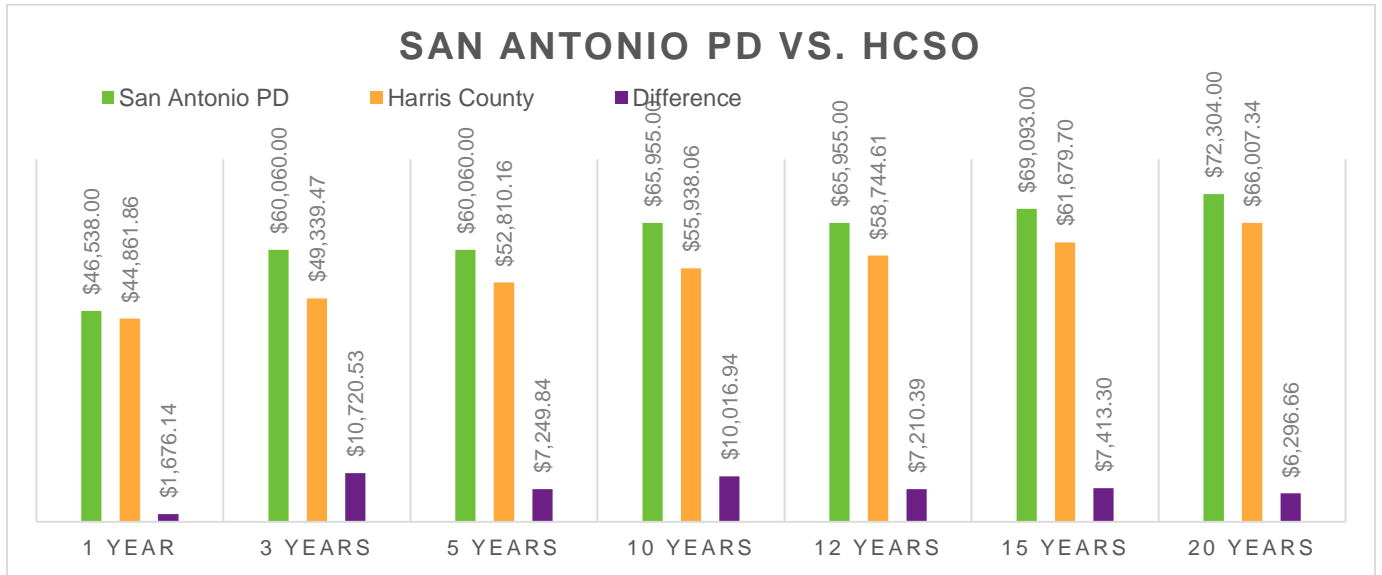
Agency	Houston PD	Harris County	Difference
1 year	\$46,431.06	\$44,861.86	\$1,569.20
3 years	\$51,696.06	\$49,339.47	\$2,356.59
5 years	\$54,161.38	\$52,810.16	\$1,351.22
10 years	\$62,875.28	\$55,938.06	\$6,937.22
12 years	\$62,875.28	\$58,744.61	\$4,130.67
15 years	\$64,125.88	\$61,679.70	\$2,446.18
20 years	\$74,940.32	\$66,007.34	\$8,932.98



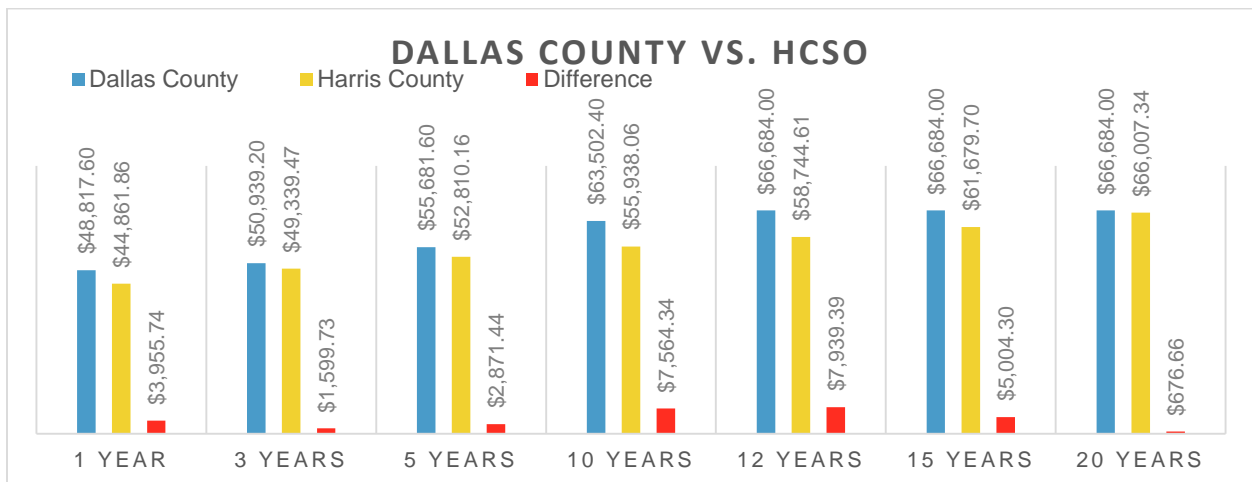
Agency	Austin PD	HCSO	Difference	Agency	Fort Worth PD	Harris County	Difference
1 year	\$57,530.00	\$44,861.86	\$12,668.14	1 year	\$52,176.00	\$44,861.86	\$7,314.14
3 years	\$71,255.00	\$49,339.47	\$21,915.53	3 years	\$59,862.40	\$49,339.47	\$10,522.93
5 years	\$71,255.00	\$52,810.16	\$18,444.84	5 years	\$65,977.60	\$52,810.16	\$13,167.44
10 years	\$76,241.00	\$55,938.06	\$20,302.94	10 years	\$69,326.40	\$55,938.06	\$13,388.34
12 years	\$81,580.00	\$58,744.61	\$22,835.39	12 years	\$71,052.80	\$58,744.61	\$12,308.19
15 years	\$87,289.00	\$61,679.70	\$25,609.30	15 years	\$76,460.80	\$61,679.70	\$14,781.10
20 years	\$93,402.00	\$66,007.34	\$27,394.66	20 years	\$80,433.60	\$66,007.34	\$14,426.26



**BECOME A MEMBER TODAY
SIGN UP AT HCDO.COM**



Agency	San Antonio PD	Harris County	Difference	Agency	Dallas County	Harris County	Difference
1 year	\$46,538.00	\$44,861.86	\$1,676.14	1 year	\$48,817.60	\$44,861.86	\$3,955.74
3 years	\$60,060.00	\$49,339.47	\$10,720.53	3 years	\$50,939.20	\$49,339.47	\$1,599.73
5 years	\$60,060.00	\$52,810.16	\$7,249.84	5 years	\$55,681.60	\$52,810.16	\$2,871.44
10 years	\$65,955.00	\$55,938.06	\$10,016.94	10 years	\$63,502.40	\$55,938.06	\$7,564.34
12 years	\$65,955.00	\$58,744.61	\$7,210.39	12 years	\$66,684.00	\$58,744.61	\$7,939.39
15 years	\$69,093.00	\$61,679.70	\$7,413.30	15 years	\$66,684.00	\$61,679.70	\$5,004.30
20 years	\$72,304.00	\$66,007.34	\$6,296.66	20 years	\$66,684.00	\$66,007.34	\$676.66



Base Pay Officer/Deputy

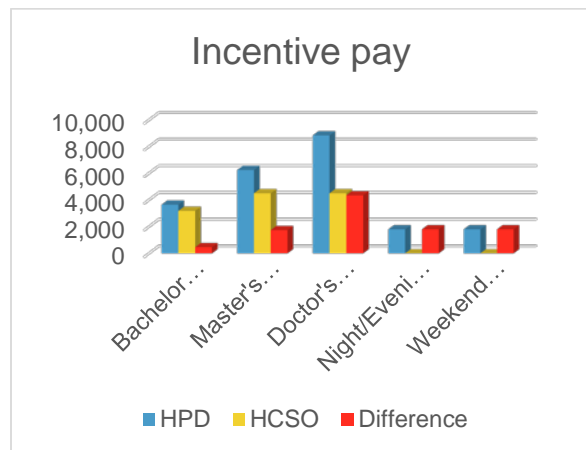
Rank	Years	Houston PD	Dallas PD	Dallas County	Fort Worth PD	San Antonio PD (17% raise over 5 yrs pending final approval)	Austin PD	Tx DPS -10 hrs/wk OT (-37.5%)	Average of Other 7 Agencies	Harris County	+/- Dollars per Year	+/- % per Year	+/- % Average
Officer	1	\$46,431.06	\$44,658.00	\$48,817.60	\$52,176.00	\$46,538.00	\$57,530.00	\$44,082.00	\$48,604.67	\$44,861.86	-\$3,742.81	-8.34%	-15.18% Avg.
	2	\$49,784.02	\$46,870.00	\$48,817.60	\$54,308.80	\$46,538.00	\$64,559.00	\$53,242.00	\$52,017.06	\$49,339.47	-\$2,677.59	-5.43%	
	3	\$51,696.06	\$49,207.00	\$50,939.20	\$59,862.40	\$60,060.00	\$71,255.00	\$53,242.00	\$56,608.81	\$49,339.47	-\$7,269.34	-14.73%	
	4	\$51,696.06	\$51,688.00	\$53,289.60	\$62,857.60	\$60,060.00	\$71,255.00	\$64,919.00	\$59,395.04	\$49,339.47	-\$10,055.57	-20.38%	
	5	\$54,161.38	\$54,263.00	\$55,681.60	\$65,977.60	\$60,060.00	\$71,255.00	\$64,919.00	\$60,902.51	\$52,810.16	-\$8,092.35	-15.32%	
	6	\$55,547.96	\$56,971.00	\$58,156.80	\$65,977.60	\$60,060.00	\$71,255.00	\$64,919.00	\$61,841.05	\$52,810.16	-\$9,030.89	-17.10%	
	7	\$57,989.88	\$59,840.00	\$58,156.80	\$67,641.60	\$60,060.00	\$76,241.00	\$64,919.00	\$63,549.75	\$52,810.16	-\$10,739.59	-20.34%	
	8	\$57,989.88	\$62,812.00	\$60,798.40	\$67,641.60	\$60,060.00	\$76,241.00	\$69,541.00	\$65,011.98	\$55,938.06	-\$9,073.92	-16.22%	
	9	\$57,989.88	\$65,956.00	\$60,798.40	\$69,326.40	\$60,060.00	\$76,241.00	\$69,541.00	\$63,701.81	\$55,938.06	-\$9,763.75	-17.45%	
	10	\$62,875.28	\$69,260.00	\$63,502.40	\$69,326.40	\$65,955.00	\$76,241.00	\$69,541.00	\$68,100.15	\$55,938.06	-\$12,162.09	-21.74%	
	11	\$62,875.28	\$72,718.00	\$63,502.40	\$71,052.80	\$65,955.00	\$81,580.00	\$69,541.00	\$69,603.50	\$58,744.61	-\$10,858.89	-18.48%	
	12	\$62,875.28	\$72,718.00	\$66,684.00	\$71,052.80	\$65,955.00	\$81,580.00	\$72,613.00	\$70,496.87	\$58,744.61	-\$11,752.26	-20.01%	
	13	\$64,125.88	\$72,718.00	\$66,684.00	\$72,820.80	\$65,955.00	\$81,580.00	\$72,613.00	\$70,928.10	\$58,744.61	-\$12,183.49	-20.74%	
	14	\$64,125.88	\$72,718.00	\$66,684.00	\$72,820.80	\$65,955.00	\$81,580.00	\$72,613.00	\$70,928.10	\$61,679.70	-\$9,248.40	-14.99%	
	15	\$64,125.88	\$72,718.00	\$66,684.00	\$76,460.80	\$69,093.00	\$87,289.00	\$72,613.00	\$72,711.95	\$61,679.70	-\$11,032.25	-17.89%	
	16	\$64,125.88	\$72,718.00	\$66,684.00	\$76,460.80	\$69,093.00	\$87,289.00	\$75,968.00	\$73,191.24	\$61,679.70	-\$11,511.54	-18.66%	
	17	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$69,093.00	\$93,402.00	\$75,968.00	\$76,176.99	\$66,007.34	-\$10,169.65	-15.41%	
	18	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$69,093.00	\$93,402.00	\$75,968.00	\$76,176.99	\$66,007.34	-\$10,169.65	-15.41%	
	19	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$69,093.00	\$93,402.00	\$75,968.00	\$76,176.99	\$66,007.34	-\$10,169.65	-15.41%	
	20	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$72,304.00	\$93,402.00	\$77,846.00	\$76,903.99	\$66,007.34	-\$10,169.65	-15.41%	
	21	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$72,304.00	\$93,402.00	\$77,846.00	\$76,903.99	\$68,642.50	-\$8,261.49	-12.04%	
	22	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$72,304.00	\$93,402.00	\$77,846.00	\$76,903.99	\$68,642.50	-\$8,261.49	-12.04%	
	23	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$72,304.00	\$93,402.00	\$77,846.00	\$76,903.99	\$68,642.50	-\$8,261.49	-12.04%	
	24	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$72,304.00	\$93,402.00	\$77,846.00	\$76,903.99	\$68,642.50	-\$8,261.49	-12.04%	
	25	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$75,642.00	\$93,402.00	\$77,846.00	\$77,380.85	\$68,642.50	-\$8,738.35	-12.73%	
	26	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$75,642.00	\$93,402.00	\$77,846.00	\$77,380.85	\$68,642.50	-\$8,738.35	-12.73%	
	27	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$75,642.00	\$93,402.00	\$77,846.00	\$77,380.85	\$68,642.50	-\$8,738.35	-12.73%	
	28	\$74,940.32	\$72,718.00	\$66,684.00	\$80,433.60	\$75,642.00	\$93,402.00	\$77,846.00	\$77,380.85	\$68,642.50	-\$8,738.35	-12.73%	

Rank	Years	Houston PD	Dallas PD	Dallas County	Fort Worth PD	San Antonio PD (17% raise over 5 yrs pending final approval)	Austin PD	Tx DPS -10 hrs/wk OT (-37.5%)	Average of Other 7 Agencies	Harris County	+/- Dollars per Year	+/- % per Year	+/- % Average
Sergeant	1	\$77,269.66	\$52,742.00	\$61,276.50	\$82,326.40	\$78,240.00	\$90,582.00	\$72,711.00	\$73,592.51	\$69,949.36	-\$3,643.15	-5.21%	-9.35% Avg.
	2	\$77,269.66	\$56,598.00	\$64,022.40	\$84,385.60	\$78,240.00	\$90,582.00	\$72,711.00	\$74,829.81	\$69,949.36	-\$4,880.45	-6.98%	
	3	\$77,269.66	\$59,426.00	\$66,872.00	\$84,385.60	\$78,240.00	\$90,582.00	\$72,711.00	\$75,640.89	\$69,949.36	-\$5,691.53	-8.14%	
	4	\$77,269.66	\$62,394.00	\$66,872.00	\$86,486.40	\$78,240.00	\$96,923.00	\$72,711.00	\$77,270.87	\$74,148.46	-\$3,122.41	-4.21%	
	5	\$77,269.66	\$65,519.00	\$69,867.20	\$86,486.40	\$79,788.00	\$96,923.00	\$77,639.00	\$79,070.32	\$74,148.46	-\$4,921.86	-6.64%	
	6	\$79,834.04	\$68,784.00	\$69,867.20	\$88,649.60	\$79,788.00	\$96,923.00	\$77,639.00	\$80,212.12	\$74,148.46	-\$6,063.66	-8.18%	
	7	\$79,834.04	\$72,245.00	\$73,070.40	\$88,649.60	\$79,788.00	\$96,923.00	\$77,639.00	\$81,164.15	\$74,148.46	-\$7,015.69	-9.46%	
	8	\$79,834.04	\$75,856.00	\$73,070.40	\$93,080.00	\$79,788.00	\$103,706.00	\$77,639.00	\$83,281.92	\$77,876.24	-\$5,405.68	-6.98%	
	9	\$79,834.04	\$79,639.00	\$76,731.20	\$93,080.00	\$79,788.00	\$103,706.00	\$80,821.00	\$84,799.89	\$77,876.24	-\$6,923.65	-8.89%	
	10	\$79,834.04	\$83,621.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$80,821.00	\$87,311.52	\$79,418.77	-\$7,892.75	-9.94%	
	11	\$79,834.04	\$87,802.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$80,821.00	\$87,908.81	\$79,418.77	-\$8,490.04	-10.69%	
	12	\$82,790.76	\$87,802.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$80,821.00	\$88,331.19	\$79,418.77	-\$8,912.42	-11.22%	
	13	\$82,790.76	\$87,802.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$84,391.00	\$88,841.19	\$79,418.77	-\$9,422.42	-11.86%	
	14	\$82,790.76	\$87,802.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$84,391.00	\$88,841.19	\$79,418.77	-\$9,422.42	-11.86%	
	15	\$82,790.76	\$87,802.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$84,391.00	\$88,841.19	\$79,418.77	-\$9,422.42	-11.86%	
	16	\$82,790.76	\$87,802.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$84,391.00	\$88,841.19	\$79,418.77	-\$9,422.42	-11.86%	
	17	\$82,790.76	\$87,802.00	\$76,731.20	\$97,822.40	\$81,384.00	\$110,967.00	\$86,495.00	\$89,141.77	\$79,418.77	-\$9,723.00	-12.24%	



Rank	Years	Houston PD	Dallas PD	Dallas County	Fort Worth PD	San Antonio PD (17% raise over 5 yrs pending final approval)	Austin PD	Tx DPS -10 hrs/wk OT (-37.5%)	Average of Other 7 Agencies	Harris County	+/- Dollars per Year	+/- % per Year	+/- % Average
Lieutenant	1	\$86,399.30	\$57,875.00	\$70,467.12	\$95,284.80	\$87,624.00	\$104,170.00	\$80,582.00	\$83,200.32	\$80,211.46	-\$2,988.86	-3.73%	-10.00% Avg.
	2	\$86,399.30	\$62,001.00	\$73,625.16	\$95,284.80	\$87,624.00	\$111,461.00	\$80,582.00	\$85,282.47	\$80,211.46	-\$5,071.01	-6.32%	
	3	\$86,399.30	\$65,096.00	\$76,950.60	\$97,676.80	\$87,624.00	\$111,461.00	\$80,582.00	\$86,541.39	\$80,211.46	-\$6,329.93	-7.89%	
	4	\$86,399.30	\$68,364.00	\$76,950.60	\$97,676.80	\$87,624.00	\$111,461.00	\$80,582.00	\$87,008.24	\$83,403.63	-\$3,604.61	-4.32%	
	5	\$86,399.30	\$71,779.00	\$80,392.80	\$102,564.80	\$89,376.00	\$111,461.00	\$85,777.00	\$89,678.56	\$83,403.63	-\$6,274.93	-7.52%	
	6	\$89,292.06	\$75,366.00	\$80,392.80	\$102,564.80	\$89,376.00	\$119,265.00	\$85,777.00	\$91,719.09	\$83,403.63	-\$8,315.46	-9.97%	
	7	\$89,292.06	\$79,123.00	\$84,002.16	\$107,848.00	\$89,376.00	\$119,265.00	\$85,777.00	\$93,526.17	\$83,403.63	-\$10,122.54	-12.14%	
	8	\$89,292.06	\$83,078.00	\$84,002.16	\$107,848.00	\$89,376.00	\$127,613.00	\$85,777.00	\$95,283.75	\$86,745.78	-\$8,537.97	-9.84%	
	9	\$89,292.06	\$87,230.00	\$88,202.16	\$107,848.00	\$89,376.00	\$127,613.00	\$89,074.00	\$96,947.89	\$86,745.78	-\$10,202.11	-11.76%	
	10	\$89,292.06	\$91,591.00	\$88,202.16	\$107,848.00	\$91,164.00	\$127,613.00	\$89,074.00	\$97,826.32	\$88,481.12	-\$9,345.20	-10.56%	
	11	\$89,292.06	\$96,170.00	\$88,202.16	\$107,848.00	\$91,164.00	\$127,613.00	\$89,074.00	\$98,480.46	\$88,481.12	-\$9,999.24	-11.30%	
	12	\$92,859.52	\$96,170.00	\$88,202.16	\$107,848.00	\$91,164.00	\$127,613.00	\$89,074.00	\$98,990.10	\$88,481.12	-\$10,508.98	-11.88%	
	13	\$92,859.52	\$96,170.00	\$88,202.16	\$107,848.00	\$91,164.00	\$127,613.00	\$92,860.00	\$99,530.95	\$88,481.12	-\$11,049.83	-12.49%	
	14	\$92,859.52	\$96,170.00	\$88,202.16	\$107,848.00	\$91,164.00	\$127,613.00	\$92,860.00	\$99,530.95	\$88,481.12	-\$11,049.83	-12.49%	
	15	\$92,859.52	\$96,170.00	\$88,202.16	\$107,848.00	\$91,164.00	\$127,613.00	\$92,860.00	\$99,530.95	\$88,481.12	-\$11,049.83	-12.49%	
	16	\$92,859.52	\$96,170.00	\$88,202.16	\$107,848.00	\$91,164.00	\$127,613.00	\$92,860.00	\$99,530.95	\$88,481.12	-\$11,049.83	-12.49%	

Rank	Years	Houston PD	Dallas PD	Dallas County	Fort Worth PD	San Antonio PD (17% raise over 5 yrs pending final approval)	Austin PD	Tx DPS -10 hrs/wk OT (-37.5%)	Average of Other 7 Agencies	Harris County	+/- Dollars per Year	+/- % per Year	+/- % Average
Captain	1	\$99,230.30	\$63,500.00	\$80,994.36	\$107,744.00	\$100,548.00	\$128,887.00	\$98,903.00	\$97,115.24	\$91,094.85	-\$6,020.39	-6.61%	-9.97% Avg.
	2	\$99,230.30	\$68,025.00	\$84,870.56	\$113,131.20	\$100,548.00	\$128,887.00	\$98,903.00	\$99,085.01	\$91,094.85	-\$7,990.16	-8.77%	
	3	\$99,230.30	\$71,410.00	\$88,480.56	\$113,131.20	\$100,548.00	\$128,887.00	\$98,903.00	\$100,084.29	\$91,094.85	-\$8,989.44	-9.87%	
	4	\$99,230.30	\$74,996.00	\$88,480.56	\$118,872.00	\$100,548.00	\$137,909.00	\$98,903.00	\$102,705.55	\$95,615.31	-\$7,090.24	-7.42%	
	5	\$99,230.30	\$78,759.00	\$92,457.72	\$118,872.00	\$102,564.00	\$137,909.00	\$102,265.00	\$104,579.57	\$95,615.31	-\$8,964.26	-9.38%	
	6	\$105,049.36	\$82,685.00	\$92,457.72	\$118,872.00	\$102,564.00	\$147,562.00	\$102,265.00	\$107,350.73	\$95,615.31	-\$11,735.42	-12.27%	
	7	\$105,049.36	\$86,812.00	\$96,618.48	\$118,872.00	\$102,564.00	\$147,562.00	\$102,265.00	\$108,534.69	\$95,615.31	-\$12,919.38	-13.51%	
	8	\$105,049.36	\$91,163.00	\$96,618.48	\$118,872.00	\$102,564.00	\$147,562.00	\$102,265.00	\$109,196.26	\$100,350.02	-\$8,806.24	-8.78%	
	9	\$105,049.36	\$95,729.00	\$101,449.44	\$118,872.00	\$102,564.00	\$147,562.00	\$104,331.00	\$110,793.83	\$100,350.02	-\$10,443.81	-10.41%	
	10	\$105,049.36	\$100,515.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$104,331.00	\$111,768.97	\$102,363.87	-\$9,405.10	-9.19%	
	11	\$105,049.36	\$105,541.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$104,331.00	\$112,486.97	\$102,363.87	-\$10,123.10	-9.89%	
	12	\$107,903.12	\$105,541.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$104,331.00	\$112,894.65	\$102,363.87	-\$10,530.78	-10.29%	
	13	\$107,903.12	\$105,541.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$106,406.00	\$113,191.08	\$102,363.87	-\$10,827.21	-10.58%	
	14	\$107,903.12	\$105,541.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$106,406.00	\$113,191.08	\$102,363.87	-\$10,827.21	-10.58%	
	15	\$107,903.12	\$105,541.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$106,406.00	\$113,191.08	\$102,363.87	-\$10,827.21	-10.58%	
	16	\$107,903.12	\$105,541.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$106,406.00	\$113,191.08	\$102,363.87	-\$10,827.21	-10.58%	
	17	\$107,903.12	\$105,541.00	\$101,449.44	\$118,872.00	\$104,604.00	\$147,562.00	\$107,682.00	\$113,373.37	\$102,363.87	-\$11,009.50	-10.76%	



Incentives	HPD	HCSO	Difference
Bachelor Degree	3,640	3,180.00	460.0
Master's Degree	6,240.00	4,500.00	1,740.00
Doctor's Degree	8,840.00	4,500.00	4,340.00
Night/Evening shift differential	1,799.98	0.00	1,799.98
Weekend Differential	1,799.98	0.00	1,799.98

**NEVER BETTER
NEVER STRONGER**