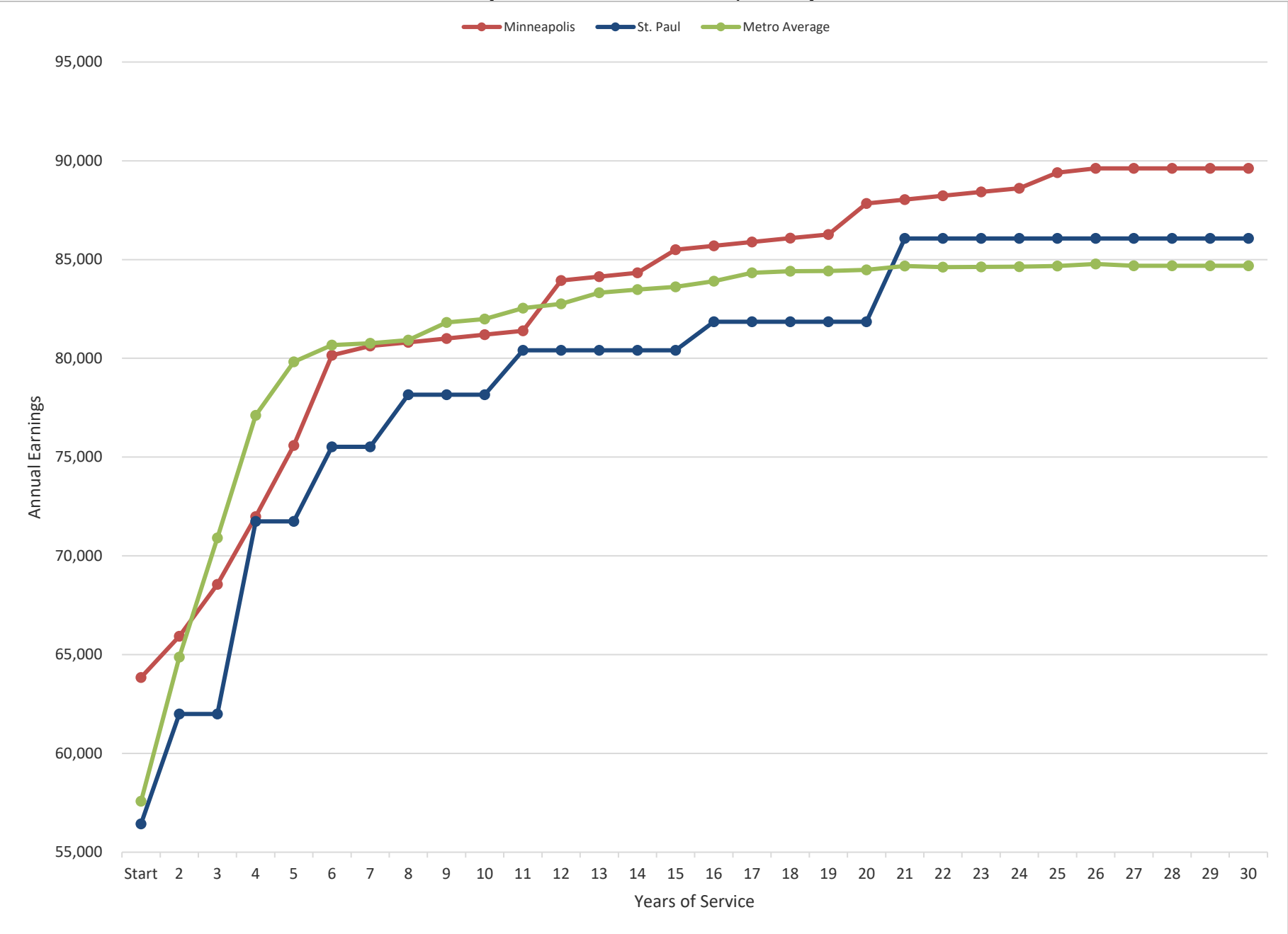


ANNUAL EARNINGS FOR PATROL OFFICER (As of December 31, 2017)



Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

STARTING PAY December 31, 2017

Rank	Department	Annual
1	Minneapolis	63,846
2	Plymouth	61,878
3	Inver Grove Heights	61,464
4	Eagan	61,034
5	Minnetonka	60,752
6	Cottage Grove	60,594
7	Shakopee	59,382
8	Edina	59,218
9	Eden Prairie	58,820
10	Brooklyn Park	58,735
11	Burnsville	58,473
12	Richfield	58,398
13	Lakeville	57,629
14	Bloomington	57,444
15	Apple Valley	57,006
16	Brooklyn Center	56,800
17	St. Paul	56,439
18	St. Cloud	55,750
19	Coon Rapids	55,574
20	Maple Grove	55,464
21	Woodbury	55,457
22	St. Louis Park	55,374
23	Maplewood*	54,969
24	Roseville	54,210
25	Oakdale	54,154
26	Blaine	53,076
27	Fridley	51,521
	AVERAGE	57,578
	TOP 5 AVERAGE	61,795
	St. Paul as % of Mpls	88.4%
	St. Paul as % of Metro Avg	98.0%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 2
December 31, 2017**

Rank	Department	Annual
1	Inver Grove Heights	73,507
2	Eagan	71,745
3	Eden Prairie	70,556
4	Plymouth	69,384
5	Cottage Grove	68,319
6	Burnsville	66,832
7	Brooklyn Center	66,460
8	Brooklyn Park	66,169
9	Minnetonka	66,068
10	Lakeville	65,939
11	Minneapolis	65,934
12	Bloomington	65,652
13	Shakopee	64,331
14	Roseville	63,557
15	Coon Rapids	63,517
16	Richfield	63,177
17	Edina	63,150
18	Apple Valley	62,874
19	Maplewood*	62,822
20	Woodbury	62,765
21	Maple Grove	62,364
22	St. Paul	61,993
23	Fridley	61,011
24	St. Louis Park	60,912
25	Blaine	60,612
26	Oakdale	60,037
27	St. Cloud	59,210
	AVERAGE	64,881
	TOP 5 AVERAGE	70,702
	St. Paul as % of Mpls	94.0%
	St. Paul as % of Metro Avg	95.5%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 3
December 31, 2017**

Rank	Department	Annual
1	Eagan	77,154
2	Inver Grove Heights	76,773
3	Eden Prairie	76,571
4	Burnsville	75,088
5	Plymouth	73,790
6	Bloomington	73,704
7	Brooklyn Park	72,788
8	Cottage Grove	72,474
9	Brooklyn Center	71,870
10	Coon Rapids	71,456
11	St. Louis Park	71,328
12	Apple Valley	71,257
13	Lakeville	71,138
14	Edina	71,044
15	Maplewood*	70,675
16	Minnetonka	70,625
17	Woodbury	70,052
18	Shakopee	69,280
19	Minneapolis	68,561
20	Blaine	68,196
21	Fridley	68,152
22	Richfield	67,990
23	Oakdale	67,542
24	Roseville	67,296
25	Maple Grove	65,939
26	St. Cloud	62,810
27	St. Paul	61,993
	AVERAGE	70,906
	TOP 5 AVERAGE	75,875
	St. Paul as % of Mpls	90.4%
	St. Paul as % of Metro Avg	87.4%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 4
December 31, 2017**

Rank	Department	Annual
1	Eagan	83,781
2	Burnsville	83,396
3	Eden Prairie	82,942
4	Bloomington	81,984
5	Plymouth	81,014
6	Inver Grove Heights	79,747
7	Brooklyn Park	79,407
8	Coon Rapids	79,394
9	Lakeville	79,386
10	Edina	78,938
11	Maplewood*	78,528
12	Blaine	78,180
13	St. Louis Park	77,429
14	Brooklyn Center	77,279
15	Minnetonka	75,941
16	Woodbury	75,878
17	Fridley	75,586
18	Cottage Grove	75,565
19	Apple Valley	75,449
20	Oakdale	75,046
21	Roseville	74,773
22	Shakopee	74,228
23	Richfield	73,484
24	Minneapolis	71,989
25	St. Paul	71,744
26	Maple Grove	69,505
27	St. Cloud	66,256
	AVERAGE	77,119
	TOP 5 AVERAGE	82,623
	St. Paul as % of Mpls	99.7%
	St. Paul as % of Metro Avg	93.0%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 5
December 31, 2017**

Rank	Department	Annual
1	Eden Prairie	89,931
2	Bloomington	84,544
3	Eagan	83,781
4	Burnsville	83,396
5	Edina	83,134
6	Brooklyn Park	82,727
7	Plymouth	82,288
8	Inver Grove Heights	82,140
9	Lakeville	81,767
10	Maplewood*	81,422
11	Richfield	81,088
12	Shakopee	80,521
13	St. Louis Park	79,752
14	Blaine	79,692
15	Apple Valley	79,640
16	Coon Rapids	79,394
17	Woodbury	78,947
18	Fridley	77,853
19	Cottage Grove	77,832
20	Oakdale	77,298
21	Brooklyn Center	77,279
22	Roseville	76,670
23	Minnetonka	75,941
24	Minneapolis	75,589
25	Maple Grove	73,049
26	St. Paul	71,744
27	St. Cloud	69,715
	AVERAGE	79,823
	TOP 5 AVERAGE	84,957
	St. Paul as % of Mpls	94.9%
	St. Paul as % of Metro Avg	89.9%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 6
December 31, 2017**

Rank	Department	Annual
1	Eden Prairie	89,931
2	Eagan	87,132
3	Bloomington	84,544
4	Edina	83,889
5	Apple Valley	83,832
6	Burnsville	83,396
7	Brooklyn Park	82,727
8	Plymouth	82,288
9	Lakeville	82,164
10	Inver Grove Heights	82,140
11	Maplewood*	81,422
12	Blaine	81,240
13	Richfield	81,088
14	Shakopee	80,521
15	Minneapolis	80,155
16	Maple Grove	80,092
17	St. Louis Park	79,752
18	Coon Rapids	79,394
19	Woodbury	78,947
20	Fridley	77,853
21	Cottage Grove	77,832
22	Oakdale	77,298
23	Brooklyn Center	77,279
24	Roseville	76,670
25	Minnetonka	75,941
26	St. Paul	75,523
27	St. Cloud	69,847
	AVERAGE	80,668
	TOP 5 AVERAGE	85,866
	St. Paul as % of Mpls	94.2%
	St. Paul as % of Metro Avg	93.6%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 7
December 31, 2017**

Rank	Department	Annual
1	Eden Prairie	89,931
2	Eagan	87,132
3	Bloomington	84,544
4	Edina	83,889
5	Apple Valley	83,832
6	Burnsville	83,396
7	Brooklyn Park	82,727
8	Lakeville	82,561
9	Plymouth	82,288
10	Inver Grove Heights	82,140
11	Maplewood*	81,422
12	St. Louis Park	81,347
13	Blaine	81,240
14	Richfield	81,088
15	Minneapolis	80,620
16	Shakopee	80,521
17	Maple Grove	80,092
18	Coon Rapids	79,394
19	Woodbury	78,947
20	Fridley	77,853
21	Cottage Grove	77,832
22	Oakdale	77,298
23	Brooklyn Center	77,279
24	Roseville	76,670
25	Minnetonka	75,941
26	St. Paul	75,523
27	St. Cloud	69,871
	AVERAGE	80,764
	TOP 5 AVERAGE	85,866
	St. Paul as % of Mpls	93.7%
	St. Paul as % of Metro Avg	93.5%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 8
December 31, 2017**

Rank	Department	Annual
1	Eden Prairie	89,931
2	Eagan	87,132
3	Edina	85,514
4	Bloomington	84,544
5	Apple Valley	83,832
6	Burnsville	83,396
7	Lakeville	82,958
8	Brooklyn Park	82,727
9	Plymouth	82,288
10	Inver Grove Heights	82,140
11	Maplewood*	81,422
12	St. Louis Park	81,347
13	Blaine	81,240
14	Richfield	81,088
15	Shakopee	80,843
16	Minneapolis	80,813
17	Maple Grove	80,092
18	Coon Rapids	79,394
19	Cottage Grove	79,343
20	Woodbury	78,947
21	St. Paul	78,154
22	Fridley	77,853
23	Oakdale	77,298
24	Brooklyn Center	77,279
25	Roseville	76,670
26	Minnetonka	75,941
27	St. Cloud	69,895
	AVERAGE	80,920
	TOP 5 AVERAGE	86,191
	St. Paul as % of Mpls	96.7%
	St. Paul as % of Metro Avg	96.6%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 9
December 31, 2017**

Rank	Department	Annual
1	Eden Prairie	89,931
2	Eagan	87,132
3	Edina	85,514
4	Brooklyn Park	85,208
5	Bloomington	84,544
6	Apple Valley	83,832
7	Inver Grove Heights	83,735
8	Burnsville	83,396
9	Coon Rapids	83,364
10	Lakeville	83,355
11	Maplewood*	83,144
12	St. Louis Park	82,974
13	Woodbury	82,895
14	Blaine	82,812
15	Plymouth	82,288
16	Richfield	81,088
17	Minneapolis	81,005
18	Shakopee	80,843
19	Maple Grove	80,092
20	Fridley	79,365
21	Cottage Grove	79,343
22	Brooklyn Center	78,825
23	Oakdale	78,799
24	St. Paul	78,154
25	Roseville	78,038
26	Minnetonka	75,941
27	St. Cloud	69,919
	AVERAGE	81,822
	TOP 5 AVERAGE	86,466
	St. Paul as % of Mpls	96.5%
	St. Paul as % of Metro Avg	95.5%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 10
December 31, 2017**

Rank	Department	Annual
1	Eden Prairie	89,931
2	Eagan	87,132
3	Plymouth	86,026
4	Edina	85,514
5	Brooklyn Park	85,208
6	Bloomington	84,544
7	Apple Valley	83,832
8	Lakeville	83,752
9	Inver Grove Heights	83,735
10	Burnsville	83,396
11	Coon Rapids	83,364
12	Maplewood*	83,144
13	St. Louis Park	82,974
14	Woodbury	82,895
15	Blaine	82,812
16	Minneapolis	81,198
17	Richfield	81,088
18	Shakopee	80,843
19	Maple Grove	80,092
20	Fridley	79,365
21	Cottage Grove	79,343
22	Brooklyn Center	78,825
23	Oakdale	78,799
24	St. Paul	78,154
25	Roseville	78,038
26	Minnetonka	75,941
27	St. Cloud	69,943
	AVERAGE	81,990
	TOP 5 AVERAGE	86,762
	St. Paul as % of Mpls	96.3%
	St. Paul as % of Metro Avg	95.3%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 11
December 31, 2017**

Rank	Department	Annual
1	Eden Prairie	89,931
2	Eagan	89,227
3	Bloomington	88,740
4	Edina	87,139
5	Plymouth	86,026
6	Brooklyn Park	85,208
7	St. Louis Park	84,634
8	Lakeville	84,149
9	Apple Valley	83,832
10	Inver Grove Heights	83,735
11	Burnsville	83,396
12	Coon Rapids	83,364
13	Maplewood*	83,144
14	Woodbury	82,895
15	Blaine	82,812
16	Maple Grove	82,425
17	Minneapolis	81,391
18	Shakopee	81,165
19	Richfield	81,088
20	Cottage Grove	80,854
21	St. Paul	80,409
22	Fridley	79,365
23	Brooklyn Center	78,825
24	Oakdale	78,799
25	Roseville	78,038
26	Minnetonka	75,941
27	St. Cloud	70,030
	AVERAGE	82,544
	TOP 5 AVERAGE	88,213
	St. Paul as % of Mpls	98.8%
	St. Paul as % of Metro Avg	97.4%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 16
December 31, 2017**

Rank	Department	Annual
1	Eagan	91,321
2	Eden Prairie	89,931
3	Bloomington	89,460
4	Brooklyn Park	89,345
5	Edina	88,968
6	Plymouth	88,114
7	St. Louis Park	86,327
8	Lakeville	86,134
9	Minneapolis	85,695
10	Coon Rapids	85,349
11	Inver Grove Heights	85,330
12	Maplewood*	84,871
13	Maple Grove	84,758
14	Woodbury	84,474
15	Apple Valley	83,832
16	Burnsville	83,396
17	Blaine	82,812
18	Cottage Grove	82,366
19	St. Paul	81,850
20	Shakopee	81,516
21	Richfield	81,088
22	Fridley	80,877
23	Oakdale	80,300
24	Brooklyn Center	79,598
25	Roseville	79,407
26	Minnetonka	75,941
27	St. Cloud	70,273
	AVERAGE	83,903
	TOP 5 AVERAGE	89,805
	St. Paul as % of Mpls	95.5%
	St. Paul as % of Metro Avg	97.6%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 21
December 31, 2017**

Rank	Department	Annual
1	Eagan	91,321
2	Eden Prairie	89,931
3	Bloomington	89,460
4	Brooklyn Park	89,345
5	Plymouth	88,970
6	Edina	88,968
7	Inver Grove Heights	88,519
8	Minneapolis	88,034
9	Coon Rapids	87,334
10	Lakeville	86,927
11	Maplewood*	86,450
12	St. Louis Park	86,327
13	St. Paul	86,067
14	Woodbury	86,053
15	Maple Grove	84,758
16	Apple Valley	83,832
17	Burnsville	83,396
18	Roseville	82,998
19	Blaine	82,812
20	Fridley	82,388
21	Cottage Grove	82,366
22	Oakdale	81,801
23	Shakopee	81,516
24	Richfield	81,088
25	Brooklyn Center	80,371
26	Minnetonka	75,941
27	St. Cloud	70,576
	AVERAGE	84,672
	TOP 5 AVERAGE	89,805
	St. Paul as % of Mpls	97.8%
	St. Paul as % of Metro Avg	101.6%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**YEAR 26
December 31, 2017**

Rank	Department	Annual
1	Eagan	91,321
2	Eden Prairie	89,931
3	Minneapolis	89,616
4	Bloomington	89,460
5	Brooklyn Park	89,345
6	Inver Grove Heights	89,317
7	Plymouth	88,970
8	Edina	88,968
9	Coon Rapids	87,334
10	Lakeville	86,927
11	Maplewood*	86,450
12	St. Louis Park	86,327
13	St. Paul	86,067
14	Woodbury	86,053
15	Maple Grove	84,758
16	Apple Valley	83,832
17	Burnsville	83,396
18	Roseville	82,998
19	Blaine	82,812
20	Fridley	82,388
21	Cottage Grove	82,366
22	Oakdale	81,801
23	Shakopee	81,516
24	Richfield	81,088
25	Brooklyn Center	80,371
26	Minnetonka	75,941
27	St. Cloud	70,915
	AVERAGE	84,777
	TOP 5 AVERAGE	89,934
	St. Paul as % of Mpls	96.0%
	St. Paul as % of Metro Avg	101.5%

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AGGREGATE OF YEARS 1-10
December 31, 2017**

Rank	Department	Annual	Aggregate Difference	Average Difference Per Year
1	Eden Prairie	828,473	119,054	11,905
2	Eagan	813,156	103,737	10,374
3	Inver Grove Heights	787,519	78,100	7,810
4	Bloomington	786,051	76,632	7,663
5	Burnsville	784,164	74,746	7,475
6	Plymouth	783,532	74,114	7,411
7	Edina	779,807	70,388	7,039
8	Brooklyn Park	778,421	69,003	6,900
9	Lakeville	770,650	61,231	6,123
10	Apple Valley	765,386	55,967	5,597
11	Maplewood*	758,969	49,550	4,955
12	Coon Rapids	754,245	44,826	4,483
13	St. Louis Park	753,190	43,771	4,377
14	Shakopee	751,316	41,897	4,190
15	Minneapolis	749,711	40,292	4,029
16	Richfield	749,575	40,156	4,016
17	Blaine	749,100	39,681	3,968
18	Cottage Grove	748,476	39,057	3,906
19	Woodbury	745,731	36,312	3,631
20	Brooklyn Center	739,178	29,759	2,976
21	Minnnetonka	729,029	19,610	1,961
22	Maple Grove	726,781	17,362	1,736
23	Fridley	726,413	16,994	1,699
24	Oakdale	723,568	14,149	1,415
25	Roseville	722,592	13,173	1,317
26	St. Paul	709,419		
27	St. Cloud	663,218		
	AVERAGE	756,471		
	TOP 5 AVERAGE	799,873		
	St. Paul as % of Mpls	94.6%		
	St. Paul as % of Metro Avg	93.8%		

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

**AGGREGATE OF YEARS 1-25
December 31, 2017**

Rank	Department	Annual	Aggregate Difference	Average Difference Per Year
1	Eden Prairie	2,177,434	226,386	9,055
2	Eagan	2,172,503	221,455	8,858
3	Bloomington	2,124,351	173,303	6,932
4	Brooklyn Park	2,109,492	158,444	6,338
5	Edina	2,108,835	157,787	6,311
6	Plymouth	2,100,455	149,407	5,976
7	Inver Grove Heights	2,080,221	129,173	5,167
8	Lakeville	2,063,447	112,399	4,496
9	Coon Rapids	2,048,369	97,321	3,893
10	St. Louis Park	2,044,703	93,655	3,746
11	Minneapolis	2,043,470	92,422	3,697
12	Maplewood*	2,041,209	90,161	3,606
13	Burnsville	2,035,101	84,053	3,362
14	Woodbury	2,023,888	72,840	2,914
15	Apple Valley	2,022,866	71,818	2,873
16	Blaine	1,991,280	40,232	1,609
17	Maple Grove	1,986,480	35,432	1,417
18	Cottage Grove	1,979,425	28,377	1,135
19	Shakopee	1,972,648	21,600	864
20	Richfield	1,965,893	14,845	594
21	St. Paul	1,951,048		
22	Fridley	1,950,144		
23	Oakdale	1,938,570		
24	Brooklyn Center	1,938,555		
25	Roseville	1,934,675		
26	Minnetonka	1,868,138		
27	St. Cloud	1,718,701		
	AVERAGE	2,016,956		
	TOP 5 AVERAGE	2,138,523		
	St. Paul as % of Mpls	95.5%		
	St. Paul as % of Metro Avg	96.7%		

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements

PATROL OFFICER WAGE COMPARISON MINNEAPOLIS, ST. PAUL AND LARGE SUBURBS

AGGREGATE OF YEARS 1-30 December 31, 2017

Rank	Department	Annual	Aggregate Difference	Average Difference Per Year	% Above St. Paul
1	Eagan	2,629,109	247,724	8,257	10.40%
2	Eden Prairie	2,627,087	245,703	8,190	10.32%
3	Bloomington	2,571,651	190,266	6,342	7.99%
4	Brooklyn Park	2,556,215	174,830	5,828	7.34%
5	Edina	2,553,673	172,288	5,743	7.23%
6	Plymouth	2,545,303	163,918	5,464	6.88%
7	Inver Grove Heights	2,517,236	135,851	4,528	5.70%
8	Lakeville	2,498,084	116,699	3,890	4.90%
9	Minneapolis	2,491,548	110,163	3,672	4.63%
10	Coon Rapids	2,485,037	103,652	3,455	4.35%
11	St. Louis Park	2,476,336	94,951	3,165	3.99%
12	Maplewood*	2,473,458	92,073	3,069	3.87%
13	Woodbury	2,454,150	72,766	2,426	3.06%
14	Burnsville	2,452,080	70,696	2,357	2.97%
15	Apple Valley	2,442,026	60,641	2,021	2.55%
16	Maple Grove	2,410,268	28,883	963	1.21%
17	Blaine	2,405,340	23,955	799	1.01%
18	Cottage Grove	2,391,253	9,868	329	0.41%
19	St. Paul	2,381,385			
20	Shakopee	2,380,226			
21	Richfield	2,371,332			
22	Fridley	2,362,085			
23	Roseville	2,349,665			
24	Oakdale	2,347,573			
25	Brooklyn Center	2,340,408			
26	Minnetonka	2,247,841			
27	St. Cloud	2,073,278			
	AVERAGE	2,445,608			
	TOP 5 AVERAGE	2,587,547			
	St. Paul as % of Mpls		92.0%		
	St. Paul as % of Metro Avg		91.9%		

Assumptions for Wage Increases:

2017 - Metro Avg. Increase 3.00%

* Unsettled for 2017

Source: Collective Bargaining Agreements