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Article 1
Recognition

Article 3
PBA Business

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Article 6
Internal Investigations

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Article 9
Change in Assignment

Article 13
Health and Safety

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Article 21
Uniforms and Equipment

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pay grid attached as Appendix C, if necessary, based upon their time in place (calculated in completed months of service in the rank they hold on October 1, 2023).

C. Effective October 1, 2023, eligible employees whose base salary on October 1, 2023 (after taking into account the market adjustment increase set forth in Section 23.1A) exceeds the applicable level of the pay grid attached as Appendix C will receive an additional one and one-half percent (1.5%) increase to their base salary as such employees will not receive a pay grid increase.

D. The following examples are provided to illustrate application of the above provisions:

1. An eligible officer with a time-in-rank of 6 months and a current base salary of \$56,000 would receive a \$2,000 base increase under Article 23.1.A., bringing their base salary up to \$58,000. Since the officer's adjusted base salary would meet the applicable salary level in the pay grid as(e)-12.7(v)10.(y up 7.2(r)-4(0.8(e).(y u912.7(ed0.9(721ra)-12.6(at37c 0.i1 t)-4n)-11(c)-1.

C. Eligible employees are defined as set forth in Section 23.1F.

D. The 2024-2025 merit-based increase set forth in Section 23.2 A and B will be payable commencing the first pay period in October 2024.

23.3 2025-2026 Merit-Based Increase

A. Effective October 1, 2025, eligible employees will have their base salary increased to the next level of the pay grid attached as Appendix C based on their rank.

Article 26
Grooming Standards

Article 28
No Strike

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Appendix A

Appendix B
PBA
Dues Deduction Form

