

MEMORANDUM OF UNDERSTANDING

between the City of Mesa
and the Mesa Police Association

July 1, 2026 – June 30, 2029

Foreword

This Memorandum of Understanding (“MOU”) is made and entered into between the City of Mesa (“City”) and the Mesa Police Association (“MPA”). For purposes of this MOU only, the MPA is the designated Employee Organization for the Mesa Police Department, representing sworn Police Officers up to and including the rank of Sergeant.

Preamble

Pursuant to Article II, Section 205(D) of the Mesa City Charter, this MOU sets forth the agreements reached between the City and the MPA with respect to salaries, compensation, hours, non-health related benefits, and working conditions not covered under the City of Mesa Personnel Rules or state or federal law.

Article 1 Implementation

This MOU shall be effective and implemented upon an annual appropriation of funds and approval by the Mesa City Council. The City Council may modify or terminate this MOU if it determines that funds are not available during the fiscal year or if the funds are not included in the annual City Council approved budget.

Article 2 Term

The term of this MOU shall commence at 12:00 a.m. on July 1, 2026. If the City Council has not approved the MOU before 12:00 a.m. on July 1, 2026, then the term of the MOU shall commence at 12:00 a.m. on the day following approval of the MOU by the Council. The MOU shall expire and otherwise be fully terminated at 11:59 p.m. on June 30, 2029.

Article 3 Wages and Compensation

3.1 Market Adjustment and Merit Increases

Effective July 1, 2026, the pay range for the Police Officer job classification, and each incremental step therein, will be adjusted three and three-tenths percent (3.3%) higher. The minimum of the pay range for the Sergeant job classification, and each incremental step therein, will be adjusted three and three-tenths percent (3.3%) higher, and the maximum of the pay range will be adjusted four percent (4%) higher. The adjustments are set forth in Exhibit A to this MOU, which is attached and incorporated herein by this reference. Exhibit A will be updated annually to reflect any increases to the maximum rate of pay.

Effective July 1, 2026, employees in the ranks of Police Officer and Sergeant (collectively, “Members”) who are not on initial regular probation, who have an overall “Successful” annual performance evaluation for the fiscal year (“FY”) 2025/26 review period, and who have not reached the maximum compensation in their job classification (i.e. “topped out”) will receive an additional five percent (5%) step increase (on top of the market adjustment). Members who are

within five percent (5%) of topping out will receive the appropriate percentage increase that brings them to the top of their pay range.

Effective July 1, 2027, Members who are not on initial regular probation, who have an overall “Successful” annual performance evaluation for the FY26/27 review period, and who have not topped out will receive a five percent (5%) step increase. Employees who are within five percent (5%) of topping out will receive the appropriate percentage increase that brings them to the top of their pay range.

Effective July 1, 2028, the City will provide a salary adjustment to the market average not to exceed three percent (3%), based on the current benchmark cities.

Effective July 1, 2028, Members who are not on initial City probation, who have an overall “Successful” annual performance evaluation for the FY27/28 review period, and who have not topped out will receive a five percent (5%) step increase. Employees who are within five percent (5%) of topping out will receive the appropriate percentage increase that brings them to the top of their pay range.

3.2 Market Study

The City will conduct a market study during FY26/27 to determine if Member wages are commensurate with the market. Any market adjustment deemed necessary to keep Member wages commensurate with the market will go into effect on July 1, 2027, provided the City Council has approved and appropriated the funds.

Comparable market cities to be used for the term of this MOU are Chandler, Glendale, Phoenix, Scottsdale and Tempe.

3.3 Compensatory Time

Members will be permitted to convert up to forty (40) hours of compensatory time into pay at their current regular rate of pay up to two times in a calendar year.

3.4 Patrol Incentive Pay

For each of the fiscal years of this MOU, Members assigned to a uniformed patrol squad with minimum staffing requirements will receive a one-time incentive payment to be paid the first pay period in November following the completion of shift bid based on the chart below:

Years of Service	One-time Incentive Amount
Less than 3 years	\$ 0.00
3-7 years	\$ 750.00
7-15 years	\$1,000.00
15+ years	\$1,250.00

The parameters of this pay are outlined in the Patrol Incentive Pay Program department manual policy.

3.5 Deferred Compensation

The City's deferred compensation contribution for Members will be one and one-half percent (1.5%). Members must contribute a minimum of thirty dollars (\$30.00) per paycheck to receive the City contribution.

3.6 Uniform Allowance

The uniform allowance for Members will be fifteen hundred dollars (\$1,500.00) per year, payable in a single disbursement through the payroll system. The allowance will be issued in the second pay period in July. Members hired throughout the year will receive the payment in a payroll check (within one month of hire date) and thereafter the payment will be on the annual (July) cycle.

3.7 Ballistic Vest Reimbursement

The City will reimburse a Member for the purchase of a ballistic vest at its actual, final cost, up to and not to exceed seventeen hundred dollars (\$1,700.00).

Absent damage, ballistic vests shall be replaced on a five (5) year cycle. Upon expiration of the vest or separation by the Member, the City of Mesa Police Department retains ownership of the vest.

3.8 Bilingual Compensation

Basic certification is fifty dollars (\$50.00) biweekly.

Intermediate certification is one hundred dollars (\$100.00) biweekly.

3.9 Special Assignment Pay Percentage

Case-Carrying

For each fiscal year covered by this MOU, case-carrying Police Officer-detectives and case-carrying Sergeant-detectives will continue to receive biweekly compensation equal to two-and one-half percent (2.5%) of the biweekly maximum rate of pay for their respective rank.

Air Unit

Beginning no later than January 1, 2027, and contingent upon the feasibility of system implementation, Members assigned to the Air Unit will receive biweekly compensation equal to two-and one-half percent (2.5%) of the bi-weekly maximum rate of pay for their respective rank for the duration of the assignment. A Member assigned to Chief Pilot will receive bi-weekly compensation equal to five percent (5%) of the bi-weekly maximum rate of pay for their respective rank for the duration of the assignment.

Advanced and Basic Training Division

Beginning no later than January 1, 2027, and contingent upon the feasibility of system implementation, Members assigned to the Advanced and Basic Training Division will receive biweekly compensation equal to two-and one-half percent (2.5%) of the biweekly maximum rate of pay for their respective rank for the duration of the assignment.

Members in the following classifications receiving five percent (5%) shall retain that amount, and such compensation shall not be increased or decreased as a result of the implementation of this specialty pay:

Basic Training Sergeant-based on assignment
FTO Administrative Officer - (FTO)
FTO Sergeant
Recruit Training Officer (RTO)

3.10 Mobile Field Force

For each fiscal year covered by this MOU, Mobile Field Force Members will continue to receive biweekly compensation equal to two-and one-half percent (2.5%) of the biweekly maximum rate of pay for their respective rank.

Participation in this program, training requirements, and other program parameters will be implemented in accordance with department Mobile Field Force protocols.

The Mobile Field Force amounts for FY26/27 are set forth in Exhibit B to this MOU, which is attached and incorporated herein by this reference. Exhibit B will be updated annually to reflect any increases to the maximum rate of pay.

The special assignment pay amounts for sections 3.9 and 3.10 in FY26/27 are set forth in Exhibit B to this MOU, which is attached and incorporated herein by this reference. Exhibit B will be updated annually to reflect any increases to the maximum rate of pay.

Article 4 Hours

4.1 Schedule Changes

Members who are required to change their normal work schedule for known and planned City events will be given a 72-hour notification of such change. If the notification is less than 72 hours, the employee will receive premium pay at one and one-half (1½) times the Member's regular rate of pay for that shift change.

4.2 Perfect Attendance Incentive

Members assigned to a uniformed patrol squad will receive fifteen (15) hours of vacation time for every six (6) consecutive months they do not use sick time.

Article 5 Working Conditions

5.1 Meal Breaks and Rest Periods

Members who work at least four (4) additional hours beyond their scheduled shift may receive an additional thirty (30) minute meal break.

One fifteen (15) minute rest period may be combined with the thirty (30) minute meal break for a maximum forty-five (45) minutes, subject to the operational needs of the department.

Article 6 Miscellaneous

6.1 Conflict with Existing Ordinance or Rules

Nothing in this MOU shall modify or conflict with the Mesa City Charter, an existing City ordinance, or the City’s Personnel Rules, and any such modification or conflict shall be void and unenforceable. If any section, term, topic, or agreement set forth in this MOU is subsequently incorporated into the City’s Personnel Rules during the Term of this MOU, then the Personnel Rules shall from that date forward govern the section, term, topic, or agreement in lieu of the MOU.

6.2 Savings Clause

If any terms or provisions of this MOU are declared invalid or unenforceable by any Court of competent jurisdiction or any federal or state government agency having jurisdiction over the subject matter, the remaining terms and provisions will not be affected.

Scott Butler
City Manager

Glenn Pearson
Mesa Police Association

EXHIBIT A

MPA MOU 26-29

3.1 Market Adjustment and Merit Increases

FY 26-27

POLICE OFFICER

PAYPD	POFCR	167	35.5635	2,845.08	73,972.08	Current Minimum
PAYPD	POFCR	168	35.6475	2,851.80	74,146.80	
PAYPD	POFCR	169	35.7420	2,859.36	74,343.36	
PAYPD	POFCR	170	35.8260	2,866.08	74,518.08	
PAYPD	POFCR	171	35.9205	2,873.64	74,714.64	
PAYPD	POFCR	172	36.0045	2,880.36	74,889.36	
PAYPD	POFCR	173	36.0990	2,887.92	75,085.92	
PAYPD	POFCR	174	36.1935	2,895.48	75,282.48	
PAYPD	POFCR	175	36.2775	2,902.20	75,457.20	
PAYPD	POFCR	176	36.3720	2,909.76	75,653.76	
PAYPD	POFCR	177	36.4665	2,917.32	75,850.32	
PAYPD	POFCR	178	36.5505	2,924.04	76,025.04	
PAYPD	POFCR	179	36.6450	2,931.60	76,221.60	
PAYPD	POFCR	180	36.7395	2,939.16	76,418.16	Proposed Minimum
PAYPD	POFCR	181	36.8235	2,945.88	76,592.88	
PAYPD	POFCR	182	36.9180	2,953.44	76,789.44	
PAYPD	POFCR	183	37.0125	2,961.00	76,986.00	
PAYPD	POFCR	184	37.1070	2,968.56	77,182.56	
PAYPD	POFCR	185	37.2015	2,976.12	77,379.12	
PAYPD	POFCR	186	37.2855	2,982.84	77,553.84	
PAYPD	POFCR	187	37.3800	2,990.40	77,750.40	
PAYPD	POFCR	188	37.4745	2,997.96	77,946.96	
PAYPD	POFCR	189	37.5690	3,005.52	78,143.52	
PAYPD	POFCR	190	37.6635	3,013.08	78,340.08	
PAYPD	POFCR	191	37.7580	3,020.64	78,536.64	
PAYPD	POFCR	192	37.8525	3,028.20	78,733.20	
PAYPD	POFCR	193	37.9470	3,035.76	78,929.76	
PAYPD	POFCR	194	38.0415	3,043.32	79,126.32	
PAYPD	POFCR	195	38.1360	3,050.88	79,322.88	
PAYPD	POFCR	196	38.2305	3,058.44	79,519.44	
PAYPD	POFCR	197	38.3250	3,066.00	79,716.00	
PAYPD	POFCR	198	38.4195	3,073.56	79,912.56	
PAYPD	POFCR	199	38.5245	3,081.96	80,130.96	
PAYPD	POFCR	200	38.6190	3,089.52	80,327.52	
PAYPD	POFCR	201	38.7135	3,097.08	80,524.08	
PAYPD	POFCR	202	38.8080	3,104.64	80,720.64	
PAYPD	POFCR	203	38.9130	3,113.04	80,939.04	
PAYPD	POFCR	204	39.0075	3,120.60	81,135.60	
PAYPD	POFCR	205	39.1020	3,128.16	81,332.16	
PAYPD	POFCR	206	39.2070	3,136.56	81,550.56	
PAYPD	POFCR	207	39.3015	3,144.12	81,747.12	
PAYPD	POFCR	208	39.3960	3,151.68	81,943.68	
PAYPD	POFCR	209	39.4905	3,159.24	82,140.24	

PAYPD	POFCR	210	39.5850	3,166.80	82,336.80
PAYPD	POFCR	211	39.6795	3,174.36	82,533.36
PAYPD	POFCR	212	39.7740	3,181.92	82,729.92
PAYPD	POFCR	213	39.8685	3,189.48	82,926.48
PAYPD	POFCR	214	39.9735	3,197.88	83,144.88
PAYPD	POFCR	215	40.0680	3,205.44	83,341.44
PAYPD	POFCR	216	40.1730	3,213.84	83,559.84
PAYPD	POFCR	217	40.2780	3,222.24	83,778.24
PAYPD	POFCR	218	40.3830	3,230.64	83,996.64
PAYPD	POFCR	219	40.4775	3,238.20	84,193.20
PAYPD	POFCR	220	40.5825	3,246.60	84,411.60
PAYPD	POFCR	221	40.6875	3,255.00	84,630.00
PAYPD	POFCR	222	40.7820	3,262.56	84,826.56
PAYPD	POFCR	223	40.8870	3,270.96	85,044.96
PAYPD	POFCR	224	40.9920	3,279.36	85,263.36
PAYPD	POFCR	225	41.0865	3,286.92	85,459.92
PAYPD	POFCR	226	41.1915	3,295.32	85,678.32
PAYPD	POFCR	227	41.2965	3,303.72	85,896.72
PAYPD	POFCR	228	41.4015	3,312.12	86,115.12
PAYPD	POFCR	229	41.5065	3,320.52	86,333.52
PAYPD	POFCR	230	41.6115	3,328.92	86,551.92
PAYPD	POFCR	231	41.7060	3,336.48	86,748.48
PAYPD	POFCR	232	41.8110	3,344.88	86,966.88
PAYPD	POFCR	233	41.9160	3,353.28	87,185.28
PAYPD	POFCR	234	42.0210	3,361.68	87,403.68
PAYPD	POFCR	235	42.1260	3,370.08	87,622.08
PAYPD	POFCR	236	42.2310	3,378.48	87,840.48
PAYPD	POFCR	237	42.3360	3,386.88	88,058.88
PAYPD	POFCR	238	42.4418	3,395.34	88,278.94
PAYPD	POFCR	239	42.5479	3,403.83	88,499.63
PAYPD	POFCR	240	42.6543	3,412.34	88,720.94
PAYPD	POFCR	241	42.7610	3,420.88	88,942.88
PAYPD	POFCR	242	42.8679	3,429.43	89,165.23
PAYPD	POFCR	243	42.9750	3,438.00	89,388.00
PAYPD	POFCR	244	43.0825	3,446.60	89,611.60
PAYPD	POFCR	245	43.1902	3,455.22	89,835.62
PAYPD	POFCR	246	43.2981	3,463.85	90,060.05
PAYPD	POFCR	247	43.4064	3,472.51	90,285.31
PAYPD	POFCR	248	43.5149	3,481.19	90,510.99
PAYPD	POFCR	249	43.6237	3,489.90	90,737.30
PAYPD	POFCR	250	43.7327	3,498.62	90,964.02
PAYPD	POFCR	251	43.8421	3,507.37	91,191.57
PAYPD	POFCR	252	43.9517	3,516.14	91,419.54
PAYPD	POFCR	253	44.0616	3,524.93	91,648.13
PAYPD	POFCR	254	44.1717	3,533.74	91,877.14
PAYPD	POFCR	255	44.2821	3,542.57	92,106.77
PAYPD	POFCR	256	44.3929	3,551.43	92,337.23
PAYPD	POFCR	257	44.5038	3,560.30	92,567.90
PAYPD	POFCR	258	44.6151	3,569.21	92,799.41
PAYPD	POFCR	259	44.7266	3,578.13	93,031.33
PAYPD	POFCR	260	44.8385	3,587.08	93,264.08
PAYPD	POFCR	261	44.9505	3,596.04	93,497.04

PAYPD	POFCR	262	45.0629	3,605.03	93,730.83	
PAYPD	POFCR	263	45.1756	3,614.05	93,965.25	
PAYPD	POFCR	264	45.2885	3,623.08	94,200.08	
PAYPD	POFCR	265	45.4017	3,632.14	94,435.54	
PAYPD	POFCR	266	45.5152	3,641.22	94,671.62	
PAYPD	POFCR	267	45.6290	3,650.32	94,908.32	
PAYPD	POFCR	268	45.7431	3,659.45	95,145.65	
PAYPD	POFCR	269	45.8574	3,668.59	95,383.39	
PAYPD	POFCR	270	45.9721	3,677.77	95,621.97	
PAYPD	POFCR	271	46.0870	3,686.96	95,860.96	
PAYPD	POFCR	272	46.2022	3,696.18	96,100.58	
PAYPD	POFCR	273	46.3177	3,705.42	96,340.82	
PAYPD	POFCR	274	46.4335	3,714.68	96,581.68	
PAYPD	POFCR	275	46.5496	3,723.97	96,823.17	
PAYPD	POFCR	276	46.6660	3,733.28	97,065.28	
PAYPD	POFCR	277	46.7826	3,742.61	97,307.81	
PAYPD	POFCR	278	46.8996	3,751.97	97,551.17	
PAYPD	POFCR	279	47.0168	3,761.34	97,794.94	
PAYPD	POFCR	280	47.1344	3,770.75	98,039.55	
PAYPD	POFCR	281	47.2522	3,780.18	98,284.58	
PAYPD	POFCR	282	47.3704	3,789.63	98,530.43	
PAYPD	POFCR	283	47.4888	3,799.10	98,776.70	
PAYPD	POFCR	284	47.6075	3,808.60	99,023.60	
PAYPD	POFCR	285	47.7265	3,818.12	99,271.12	
PAYPD	POFCR	286	47.8458	3,827.66	99,519.26	
PAYPD	POFCR	287	47.9654	3,837.23	99,768.03	
PAYPD	POFCR	288	48.0854	3,846.83	100,017.63	
PAYPD	POFCR	289	48.2056	3,856.45	100,267.65	
PAYPD	POFCR	290	48.3261	3,866.09	100,518.29	
PAYPD	POFCR	291	48.4469	3,875.75	100,769.55	
PAYPD	POFCR	292	48.5680	3,885.44	101,021.44	
PAYPD	POFCR	293	48.6894	3,895.15	101,273.95	
PAYPD	POFCR	294	48.8112	3,904.90	101,527.30	
PAYPD	POFCR	295	48.9332	3,914.66	101,781.06	
PAYPD	POFCR	296	49.0555	3,924.44	102,035.44	
PAYPD	POFCR	297	49.1782	3,934.26	102,290.66	
PAYPD	POFCR	298	49.3011	3,944.09	102,546.29	
PAYPD	POFCR	299	49.4244	3,953.95	102,802.75	
PAYPD	POFCR	300	49.5479	3,963.83	103,059.63	
PAYPD	POFCR	301	49.6718	3,973.74	103,317.34	
PAYPD	POFCR	302	49.7960	3,983.68	103,575.68	
PAYPD	POFCR	303	49.9205	3,993.64	103,834.64	Current Maximum
PAYPD	POFCR	304	50.0453	4,003.62	104,094.23	
PAYPD	POFCR	305	50.1704	4,013.63	104,354.46	
PAYPD	POFCR	306	50.2958	4,023.67	104,615.35	
PAYPD	POFCR	307	50.4216	4,033.73	104,876.89	
PAYPD	POFCR	308	50.5476	4,043.81	105,139.08	
PAYPD	POFCR	309	50.6740	4,053.92	105,401.93	
PAYPD	POFCR	310	50.8007	4,064.06	105,665.43	
PAYPD	POFCR	311	50.9277	4,074.22	105,929.60	
PAYPD	POFCR	312	51.0550	4,084.40	106,194.42	
PAYPD	POFCR	313	51.1826	4,094.61	106,459.91	

PAYPD	POFCR	314	51.3106	4,104.85	106,726.05	
PAYPD	POFCR	315	51.4389	4,115.11	106,992.87	
PAYPD	POFCR	316	51.5675	4,125.40	107,260.35	Proposed Maximum
3.3% - 13 Increments						

POLICE SERGEANT

PAYPD	SGT	259	55.3810	4,430.48	115,192.58	Current Minimum
PAYPD	SGT	260	55.5195	4,441.56	115,480.56	
PAYPD	SGT	261	55.6583	4,452.66	115,769.26	
PAYPD	SGT	262	55.7974	4,463.79	116,058.59	
PAYPD	SGT	263	55.9369	4,474.95	116,348.75	
PAYPD	SGT	264	56.0768	4,486.14	116,639.74	
PAYPD	SGT	265	56.2170	4,497.36	116,931.36	
PAYPD	SGT	266	56.3575	4,508.60	117,223.60	
PAYPD	SGT	267	56.4984	4,519.87	117,516.67	
PAYPD	SGT	268	56.6397	4,531.18	117,810.58	
PAYPD	SGT	269	56.7813	4,542.50	118,105.10	
PAYPD	SGT	270	56.9232	4,553.86	118,400.26	
PAYPD	SGT	271	57.0655	4,565.24	118,696.24	
PAYPD	SGT	272	57.2082	4,576.66	118,993.06	Proposed Minimum
PAYPD	SGT	273	57.3512	4,588.10	119,290.50	
PAYPD	SGT	274	57.4946	4,599.57	119,588.77	
PAYPD	SGT	275	57.6383	4,611.06	119,887.66	
PAYPD	SGT	276	57.7824	4,622.59	120,187.39	
PAYPD	SGT	277	57.9269	4,634.15	120,487.95	
PAYPD	SGT	278	58.0717	4,645.74	120,789.14	
PAYPD	SGT	279	58.2169	4,657.35	121,091.15	
PAYPD	SGT	280	58.3624	4,668.99	121,393.79	
PAYPD	SGT	281	58.5083	4,680.66	121,697.26	
PAYPD	SGT	282	58.6546	4,692.37	122,001.57	
PAYPD	SGT	283	58.8012	4,704.10	122,306.50	
PAYPD	SGT	284	58.9482	4,715.86	122,612.26	
PAYPD	SGT	285	59.0956	4,727.65	122,918.85	
PAYPD	SGT	286	59.2433	4,739.46	123,226.06	
PAYPD	SGT	287	59.3914	4,751.31	123,534.11	
PAYPD	SGT	288	59.5399	4,763.19	123,842.99	
PAYPD	SGT	289	59.6888	4,775.10	124,152.70	
PAYPD	SGT	290	59.8380	4,787.04	124,463.04	
PAYPD	SGT	291	59.9876	4,799.01	124,774.21	
PAYPD	SGT	292	60.1375	4,811.00	125,086.00	
PAYPD	SGT	293	60.2879	4,823.03	125,398.83	
PAYPD	SGT	294	60.4386	4,835.09	125,712.29	
PAYPD	SGT	295	60.5897	4,847.18	126,026.58	
PAYPD	SGT	296	60.7412	4,859.30	126,341.70	
PAYPD	SGT	297	60.8930	4,871.44	126,657.44	

PAYPD	SGT	298	61.0453	4,883.62	126,974.22	
PAYPD	SGT	299	61.1979	4,895.83	127,291.63	
PAYPD	SGT	300	61.3509	4,908.07	127,609.87	
PAYPD	SGT	301	61.5042	4,920.34	127,928.74	
PAYPD	SGT	302	61.6580	4,932.64	128,248.64	
PAYPD	SGT	303	61.8122	4,944.98	128,569.38	
PAYPD	SGT	304	61.9667	4,957.34	128,890.74	
PAYPD	SGT	305	62.1216	4,969.73	129,212.93	
PAYPD	SGT	306	62.2769	4,982.15	129,535.95	
PAYPD	SGT	307	62.4326	4,994.61	129,859.81	
PAYPD	SGT	308	62.5887	5,007.10	130,184.50	
PAYPD	SGT	309	62.7451	5,019.61	130,509.81	
PAYPD	SGT	310	62.9020	5,032.16	130,836.16	
PAYPD	SGT	311	63.0593	5,044.74	131,163.34	
PAYPD	SGT	312	63.2169	5,057.35	131,491.15	
PAYPD	SGT	313	63.3750	5,070.00	131,820.00	
PAYPD	SGT	314	63.5334	5,082.67	132,149.47	
PAYPD	SGT	315	63.6922	5,095.38	132,479.78	
PAYPD	SGT	316	63.8515	5,108.12	132,811.12	
PAYPD	SGT	317	64.0111	5,120.89	133,143.09	
PAYPD	SGT	318	64.1711	5,133.69	133,475.89	
PAYPD	SGT	319	64.3315	5,146.52	133,809.52	
PAYPD	SGT	320	64.4924	5,159.39	134,144.19	
PAYPD	SGT	321	64.6536	5,172.29	134,479.49	
PAYPD	SGT	322	64.8152	5,185.22	134,815.62	Current Maximum
PAYPD	SGT	323	64.9772	5,198.18	135,152.66	
PAYPD	SGT	324	65.1397	5,211.17	135,490.54	
PAYPD	SGT	325	65.3025	5,224.20	135,829.26	
PAYPD	SGT	326	65.4658	5,237.26	136,168.84	
PAYPD	SGT	327	65.6295	5,250.36	136,509.26	
PAYPD	SGT	328	65.7935	5,263.48	136,850.53	
PAYPD	SGT	329	65.9580	5,276.64	137,192.66	
PAYPD	SGT	330	66.1229	5,289.83	137,535.64	
PAYPD	SGT	331	66.2882	5,303.06	137,879.48	
PAYPD	SGT	332	66.4539	5,316.31	138,224.18	
PAYPD	SGT	333	66.6201	5,329.61	138,569.74	
PAYPD	SGT	334	66.7866	5,342.93	138,916.16	
PAYPD	SGT	335	66.9536	5,356.29	139,263.45	
PAYPD	SGT	336	67.1210	5,369.68	139,611.61	
PAYPD	SGT	337	67.2888	5,383.10	139,960.64	
PAYPD	SGT	338	67.4570	5,396.56	140,310.54	Proposed Maximum
3.3% Minimum Adjustment - 13 Increments						
4% End of Range Adjustment - 16 Increments						

EXHIBIT B

MPA MOU 26-29

3.9 Special Assignment Pay Percentage

3.8 Mobile Field Force

FY 26-27

Police Officer			
Code	Assignment	Percentage	4,125.40
TBD	Advanced & Basic Training	2.5%	103.14
TBD	Air Unit	2.5%	103.14
CASE	Case Carrying	2.5%	103.14
MFFPY	Mobile Field Force	2.5%	103.14

Police Sergeant			
Code	Assignment	Percentage	5,396.56
TBD	Advanced & Basic Training	2.5%	134.91
TBD	Air Unit	2.5%	134.91
CASE	Case Carrying	2.5%	134.91
MFFPY	Mobile Field Force	2.5%	134.91