

**CHAPTER 3. COMPENSATION, WORK HOURS AND LEAVES**

**ARTICLE I. SALARIES AND SALARY ADJUSTMENTS**

**3.1 Salaries**

3.1.1 Effective the first payroll period after ratification by Association and the City Council, a base salary increase of five and one half percent (5.5%) will be given to those unit members in the employ of the City after Council ratification.  
*5.5%* (MOU 03-20-19)

3.1.2 Effective the first payroll period after ratification by Association and the City Council, a base salary increase of three and one half percent (3.5%) will be given to non-sworn unit members in the employ of the City after Council ratification.  
(MOU 03-20-19)

3.1.3 Effective the first full payroll period following December 31, 2019, a base salary increase of two and one half percent (2.5%) will be given to sworn unit members in the employ of the City.  
*2.5%* (MOU 03-20-19)

3.1.4 Effective the first full payroll period following December 31, 2019, a base salary increase of one and one half percent (1.5%) will be given to non-sworn unit members in the employ of the City.  
(MOU 03-20-19)

3.1.5 Effective the first full payroll period following December 31, 2020, a base salary increase of two and one half percent (2.5%) will be given to sworn unit members in the employ of the City.  
*2.5%* (MOU 03-20-19)

3.1.6 Effective the first full payroll period following December 31, 2020, a base salary increase of one and one half percent (1.5%) will be given to non-sworn unit members in the employ of the City.  
(MOU 03-20-19)

*TOTAL - 10.5% NOT 17%*

**3.2 Salary and Benefit Survey Procedures**

3.2.1 It is understood and agreed that the City shall benchmark, for salary survey purposes, the position of police officer to the position of Police Officer, Deputy Sheriff, or Highway Patrol Officer in the surveyed agencies. It is further understood and agreed that the City shall benchmark, for salary survey purposes, the non-sworn positions to that of Dispatcher I in the surveyed agencies. Comparable salaries shall be made based on the "E" step or the fifth step in the salary range.