## Article 23

Wages

- A. Effective October 1, 2023, employees will receive a market adjustment increase in an amount up to two thousand dollars (\$2,000) to their then current base salary.
- B. Effective October 1, 2023, eligible employees will also have their base salary increased (after taking into account the market adjustment increase set forth in Section 23. 1A) to the level set forth in 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 for forth in Section 23.1A) exceeds the applicable level of the pay grid attached as Appendix Cwill 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 lary level

in the pay grid attached as Appendix C, no further increase is necessary under Article

new base salary would be \$58,000.

2. An eligible officer with a

- 4. Do not have an overall rating of evaluation of record; and
- 5. Do not have an open performance improvement plan.

A. Effective October 1, 2024, eligible employees will have their base salary increased to the next level of the pay grid attached as Appendix Cbased on their rank.

B. Effective October 1, 2024, eligible employees whose base salary on October 1, 2024 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 officers will not receive a pay grid increase.

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.

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

B. Effective October 1, 2025, eligible employees whose base salary on October 1, 2025 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 officers will not receive a pay grid increase.

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

D. The 2025-2026 merit-based increase set forth in Sections 23.3 A and B will be payable commencing the first pay period in October 2025.

Any further merit-based increase movements to the next level of the Appendix Cpay grid past October 1, 2025, must be negotiated by the parties.

Nothing contained herein shall prevent the University from providing salary increases beyond the