Article 23
Wages
23.1 2023-2024 Market Adjustment and Merit-Based Increase
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 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 attached as Appendix C, no further increase is necessary under Article
23.1.B. to bring the officer up to that level, and the calculation is complete. The officer’s
new base salary would be $58,000.
2. An eligible officer with a

4. Do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their last evaluation of record; and
 5. Do not have an open performance improvement plan.
23.2 2024-2025 Merit-Based Increase
A. Effective October 1, 2024, eligible employees will have their base salary increased to the next
level of the pay grid attached as Appendix C based 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.
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.
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.
23.4 Any further merit-based increase movements to the next level of the Appendix C pay grid past
October 1, 2025, must be negotiated by the parties.
23.5 Nothing contained herein shall prevent the University from providing salary increases beyond the