

MEMORANDUM



TO: Rob Ferraro, President – Tempe Officer Association

FROM: Human Resources

EFFECTIVE: July 1, 2024

SUBJECT: FY 2024/25 Market Study Implementation: Police Officer, Police Sergeant, and Detention Sergeant

As per your current Memorandum of Understanding (MOU) with the City, market study adjustments may be negotiated each year of the MOU. The following wage adjustments and implementations are effective July 1, 2024:

POLICE SERGEANT			
Milestone	% increase per step	Annualized Salary (not including OT)	Hourly Rate
Promotion	0%	\$117,573	\$56.525481
1 Year after Promotion	4.50%	\$122,863	\$59.068750
2 Years after Promotion	4.50%	\$128,392	\$61.726923
3 Years after Promotion	4.50%	\$134,170	\$64.504808

POLICE OFFICER			
Milestones	% increase per step	Annualized Salary (not including OT)	Hourly Rate
DATE OF HIRE	0.00%	\$74,064	\$35.607692
1 Year after Hire	1.75%	\$75,360	\$36.230769
2 Years after Hire	3.00%	\$77,620	\$37.317308
3 Years after Hire	4.00%	\$80,725	\$38.810096
4 Years after Hire	4.00%	\$83,954	\$40.362500
5 Years after Hire	5.00%	\$88,152	\$42.380769
6 Years after Hire	6.00%	\$93,441	\$44.923558
7 Years after Hire	7.03%	\$100,010	\$48.081731

DETENTION SERGEANT			
Milestone	% increase per step	Annualized Salary (not including OT)	Hourly Rate
Promotion		\$79,831	\$38.380288
1 Yr after Promotion	2.294%	\$81,663	\$39.261058
2 Yrs after Promotion	4.25%	\$85,134	\$40.929808
3 Yrs after Promotion	4.75%	\$89,177	\$42.873558
4 Yrs after Promotion	5.15%	\$93,770	\$45.081731