

MEMORANDUM



TO: Rob Ferraro, President – Tempe Officer Association
 FROM: Human Resources
 EFFECTIVE: December 29, 2025
 SUBJECT: FY 2025/26 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 every six months (March and September) of the MOU. The following wage adjustments and implementations are effective January 1, 2026:

POLICE SERGEANT			
Milestone	% increase per step	Annualized Salary (not including OT)	Hourly Rate
Promotion	0.00%	\$123,426	\$59.339423
1 Year after Promotion	4.50%	\$128,981	\$62.010096
2 Years after Promotion	4.50%	\$134,785	\$64.800481
3 Years after Promotion	4.50%	\$140,850	\$67.716346

POLICE OFFICER			
Milestones	% increase per step	Annualized Salary (not including OT)	Hourly Rate
DATE OF HIRE	0.00%	\$79,213	\$38.083173
1 Year after Hire	1.75%	\$80,600	\$38.750000
2 Years after Hire	3.00%	\$83,018	\$39.912500
3 Years after Hire	4.00%	\$86,338	\$41.508654
4 Years after Hire	4.00%	\$89,792	\$43.169231
5 Years after Hire	5.00%	\$94,281	\$45.327404
6 Years after Hire	6.00%	\$99,938	\$48.047115
7 Years after Hire	7.03%	\$106,964	\$51.425000

DETENTION SERGEANT			
Milestone	% increase per step	Annualized Salary (not including OT)	Hourly Rate
Promotion	0.00%	\$86,596	\$41.632692
1 Year after Promotion	4.50%	\$90,493	\$43.506250
2 Years after Promotion	4.75%	\$94,791	\$45.572596
3 Years after Promotion	5.00%	\$99,531	\$47.851442