

**COA-APA Tentative Agreement**  
**Estimated Contract Cost if Cadet Hiring Goals Not Met**  
**February 15, 2023**

**Article 7 Section 15**

Contingent Pay in FY 25 Only		FY 2023	FY 2024	FY 2025	FY 2026	4-Year Cumulative Cost
Contingent Based on Hiring Goals	An additional 1.5% Base Wage increase in FY 25 Only, starting in January 2025			\$2,420,213	\$900,405	\$5,740,831

Contingent Pay in FY 26 Only		FY 2023	FY 2024	FY 2025	FY 2026	
Contingent Based on Hiring Goals	An additional 1.5% Base Wage increase in FY 26 Only, starting in January 2026				\$2,502,517	\$2,502,517

Contingent Pay in FY 25 & FY 26		FY 2023	FY 2024	FY 2025	FY 2026	
Contingent Based on Hiring Goals	An additional 1.5% Base Wage increase in FY 25, starting in January 2025			\$2,420,213	\$900,405	\$5,740,831
Contingent Based on Hiring Goals	An additional 1.5% Base Wage increase in FY 26, starting in January 2026				\$2,537,762	\$2,537,762
						<b>\$8,278,593</b>

NOTE: Contingent pay increase only required if the City does not meet the minimum hiring goals set out in Article 7, Section 15.

NOTE: Amounts may vary slightly due to compounding.