



UNITED PROBATION OFFICERS ASSOCIATION

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February 6, 2026

Greetings Brothers and Sisters,

As you will recall, the Union filed a grievance against the City's delay in implementing the new Step Pay Plan in our recent contract, as well as its delay in paying the contract's general wage increases. The matter went to arbitration.

The arbitrator found no violation regarding the Step Pay Plan's implementation but did find that the City violated the contract by failing to pay the retroactive general wage increases as soon as practicable. The arbitrator awarded affected employees' interest at 3% per annum on the payment of these general wage increases for the period of December 13, 2024, through January 17, 2025 (unless the interest payment would be less than \$5).

We have inquired with the city as to when to expect payment of this interest and will advise you once we have more information.

This is just one of the many examples of how UPOA continues to fight for you. We want to thank the members who were brave enough to step up and testify—because we are all in this together.

Please review the attached decision.

“Success is a series of small victories.”

In unity we stand

Dalvanie K Powell
President
UPOA