

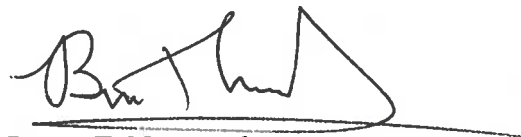
November 28, 2023

Ms. Heidi Meinzer, Esq.  
IUPA Local 5004, Counsel  
33 North French Street  
Alexandria, VA 22304

Dear Ms. Meinzer:

This letter is to confirm receipt of the Step 3 Grievance submitted on November 1, 2023 regarding the Police Officer Pay Review. In review of the Collective Bargaining Agreement, Article 35 which states, "The Employer intends to conduct a review of the Washington Metropolitan Area to determine comparable pay. Upon completion of the review, the Employer shall promptly forward that portion of the review that applies to the Bargaining Unit to the Union." In review of this Article, there is no requirement to provide the Pay Study in any specific format.

As per the Collective Bargaining Agreement, MWAA has provided the Pay Study results as required. In review of the remedy proposed, there is no requirement for MWAA to adhere with the request as noted.



Bryan T. Norwood,  
Vice President for Public Safety

