

**CITY COUNCIL ACTION FORM****SUBJECT: City Council to consider for possible action, approving new MOU between the City of Goodyear and Goodyear Police Officers Association****STAFF PRESENTER:** Lyman Locket,  
Human Resources Director**COMPANY  
CONTACT:****RECOMMENDATION:**

ADOPT RESOLUTION NO. 15-1711 APPROVING A NEW MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF GOODYEAR AND THE GOODYEAR POLICE OFFICERS ASSOCIATION COMMENCING ON JULY 1, 2015, AND EXPIRING ON JUNE 30, 2018.

**PURPOSE:**

Per Section 3-12-14, "G" of Chapter 3 of the Goodyear City Code, the Mayor and Council of the City of Goodyear, Maricopa County, Arizona are authorized to enter into a memorandum of understanding as a result of tentative agreements proposed through the Meet and Confer process.

**BACKGROUND AND COMMUNITY BENEFIT:**

Section 3-12-13 of Chapter 3 of the Goodyear City Code outlines the process by which Sworn Police and Sworn Fire Employees of the City of Goodyear and their designated representatives can Meet and Confer with the City Manager relating to their wages, hours, benefits and working conditions. Tentative agreements established in the Meet and Confer process are included in the new MOU.

**PREVIOUS ACTIONS AND DISCUSSION:**

The following components of the MOU were discussed with Council during the compensation portion of the budget discussions held at the April 20, 2015 Council Work Session. Provisions included in the new MOU between the City of Goodyear and the Goodyear Police Officers Association are:

- MOU has a three (3) year term
- Wages and Compensation
  - Year 1 – FY15-16 Average salary increase of 7.5%
  - Year 2 – FY16-17 average salary increase of 6.0%
  - Year 3 – FY 17-18 average salary increase of 5.25%
  - Lump sum salary increases will be 2.5% for employees at maximum of pay range

- Contract contains a revenue trigger that provides potential funding to address market movement in the final year of the contract

**FISCAL ANALYSIS:**

Cost of contract by year is as follows:

Year 1 FY15-16: \$620,191

Year 2 FY16-17: \$564,291

Year 3 FY17-18: \$555,455

**ATTACHMENTS:**

1. Resolution No. 15-1711
2. Exhibit A - MOU July 1, 2015 through June 30, 2018 City of Goodyear and Goodyear Police Officers Association (Final Version)