

# Proposed Memorandum of Understanding

City of Goodyear and Goodyear Police Officer's Association

# Discussion Summary

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- Covered Positions Per Meet and Confer Ordinance
- Market Data
  - ▣ Internal Comparisons
  - ▣ Police Officers and Police Sergeants Data
- Components of Proposed MOU
- Result of Contract
- Cost of Contract

# Covered Positions

- Under the Meet and Confer Ordinance

- ▣ Police Officers (73)

- Primary responsibilities include patrol, enforcement of the law and response to emergency situations.

- ▣ Police Sergeants(13)

- Primary responsibilities include supervision of a police squad, response and control of emergency situations

# Police Officer Market Data

Salary Survey Respondent	Job Title	Avg. Tenure	Minimum	Midpoint	Maximum	Avg. Annual Base Salary
Goodyear	Police Officer	8.4	\$53,769	\$64,849	\$75,929	\$58,511
*Benchmark Average	Police Officer	8.6	\$51,929	\$63,653	\$75,377	\$66,956
Average w/1 StdD	Police Officer	10.1	\$52,723	\$63,312	\$75,210	\$68,244
Goodyear Comparison to Market		<b>.84</b>	<b>1.02</b>	<b>1.02</b>	<b>1.01</b>	<b>0.86</b>

## Benchmark Cities:

Avondale, Buckeye, Chandler, Gilbert, Glendale, Peoria, Phoenix, Scottsdale, Surprise, Tempe

Goodyear Police Officer's actual Average salary is at 86% of market

# Police Sergeant Market Data

Salary Survey Respondent	Job Title	Avg. Tenure	Minimum	Midpoint	Maximum	Avg. Annual Base Salary
Goodyear	Sergeant	14.1	\$75,975	\$86,614	\$97,254	\$80,063
*Benchmark Average	Sergeant	16.4	\$75,831	\$86,892	\$97,954	\$90,527
Average w/1 StdD	Sergeant	16.5	\$74,939	\$87,946	\$96,974	\$91,308
Goodyear Comparison to Market		<b>.86</b>	<b>1.01</b>	<b>0.98</b>	<b>1.00</b>	<b>0.88</b>

## Benchmark Cities:

Avondale, Buckeye, Chandler, Gilbert, Glendale, Peoria, Phoenix, Scottsdale, Surprise, Tempe

Goodyear Police Sergeant's actual Average salary is at 88% of market

# Components of Proposed MOU

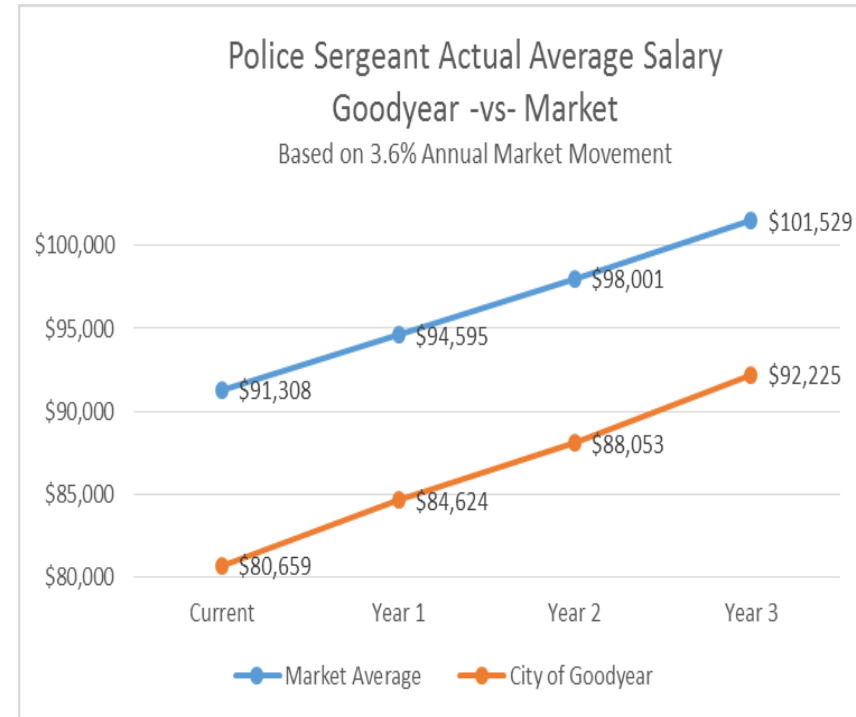
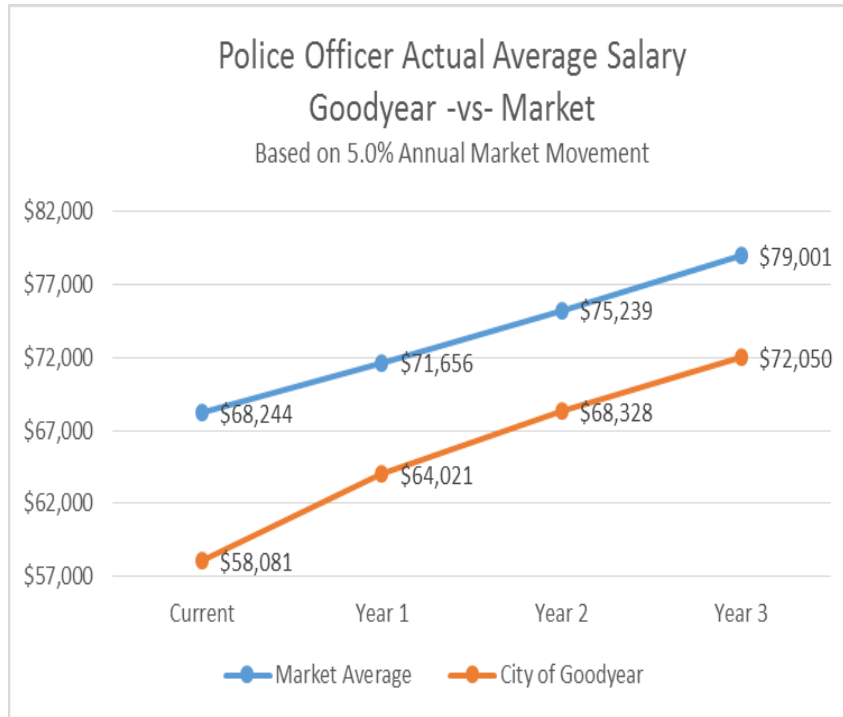
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- ❑ Three-year Memorandum of Understanding
- ❑ Base Pay
- ❑ Lump-sum for maxed employees
- ❑ Revenue Trigger

# Base Pay

- Frontloaded increase
  - Year 1 - 7.5%
  - Year 2 - 6.0%
  - Year 3 - 5.24%
- Year 3 Includes a 5.0% market adjustment and movement back to steps

# Results of Contract





# Other Pay Components

- 2.5% Lump Sum for Employees at max of range

Year	Cost
Year 1	\$17,420
Year 2	\$38,410
Year 3	\$14,955

- Revenue trigger with the following components
  - ▣ Additional funding available in year 3 of the contract if revenue collections exceed projections
  - ▣ Management option for wage reopener if revenue projections are not meet

# Police Contract Costs

Year 1 - 2015-16							
		Ongoing			Lump Sum/One-time - 2.5%		
		Salary/Wage	% Based Benefits	Total	Salary	Benefits	Total
	Base Pay	\$ 402,074	\$ 128,664	\$ 530,738	\$ 17,420	\$ 5,574	\$ 22,994
	Detective Assign	0	0	0			
	Overtime	50,348	16,111	66,459			
	<b>POLICE TOTAL</b>	<b>\$ 452,422</b>	<b>\$ 144,775</b>	<b>\$ 597,197</b>	<b>\$ 17,420</b>	<b>\$ 5,574</b>	<b>\$ 22,994</b>
Year 2 - 2016-17							
		Ongoing			Lump Sum/One-time - 2.5%		
		Salary/Wage	% Based Benefits	Total	Salary	Benefits	Total
	Base Pay	\$ 345,784	\$ 110,651	\$ 456,435	\$ 38,410	\$ 12,291	\$ 50,701
	Detective Assign	0	0	0			
	Overtime	43,299	13,856	57,155			
	<b>POLICE TOTAL</b>	<b>\$ 389,083</b>	<b>\$ 124,507</b>	<b>\$ 513,590</b>	<b>\$ 38,410</b>	<b>\$ 12,291</b>	<b>\$ 50,701</b>
Year 3 - 2017-18							
		Ongoing			Lump Sum/One-time - 2.5%		
		Salary/Wage	% Based Benefits	Total	Salary	Benefits	Total
	Base Pay	\$ 339,041	\$ 108,493	\$ 447,534	\$ 14,955	\$ 4,786	\$ 19,741
	Detective Assign	18,994	6,078	25,072			
	Overtime	47,809	15,299	63,108			
	<b>POLICE TOTAL</b>	<b>\$ 405,844</b>	<b>\$ 129,870</b>	<b>\$ 535,714</b>	<b>\$ 14,955</b>	<b>\$ 4,786</b>	<b>\$ 19,741</b>

Questions ?



**Questions?**