

AGENDA ITEM #: _____

DATE: May 11, 2020

CAR #: 2020-6946



CITY COUNCIL ACTION REPORT

SUBJECT: City Council to consider for possible action, approving new Memorandum of Understanding (MOU) between the city of Goodyear and Goodyear Police Officers Association

STAFF PRESENTER(S): Lyman Locket, Human Resources Director

OTHER PRESENTER(S): None

Summary: The city of Goodyear and the Goodyear Police Officers Association (GYPOA) have completed the Meet and Confer process and have reached Tentative Agreements to be included in the new proposed Memorandum of Understanding (MOU) between the two parties. Per Section 3-12-14, "G" of Chapter 3 of the Goodyear City Code, the Mayor and Council of the city of Goodyear are authorized to enter into a MOU as a result of Tentative Agreements proposed through the Meet and Confer process.

Recommendation:

ADOPT RESOLUTION NO. 2020-2051 APPROVING A NEW MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF GOODYEAR AND THE GOODYEAR POLICE OFFICERS ASSOCIATION COMMENCING ON JULY 1, 2020 AND EXPIRING ON JUNE 30, 2023.

Fiscal Impact: The new costs of the contract over the prior year are estimated at:
Year 1, FY2021: \$734,200 or 4.8% of wages and benefits
Year 2, FY2022: \$516,600 or 3.4% of wages and benefits
Year 3, FY2023: \$481,200 or 3.1% of wages and benefits

Background and Previous Actions

A tentative agreement has been reached with the Goodyear Police Officers Association (GYPOA). Provisions included in the proposed MOU between the city of Goodyear and the Police Officers Association are as follows:

- MOU has a three (3) year term
- Wages and Compensation:
 - Year 1, FY2021 - 5.0% step increase for all ranks and a 2.5% market adjustment for Police Sergeants and Officers
 - Year 2, FY2022 - 5.0% step increase for all ranks and a 1.0% market adjustment for Police Sergeants and Officers

- Year 3, FY2023 - 5.0% step increase for all ranks and a 2.0% market adjustment for Police Sergeants and Officers
- Employees at the maximum of the pay range will receive a combined market adjustment and lump sum payment not to exceed 2.5%
- A matching contribution from the city of 1.0% into a 457 Deferred Compensation Plan in Year 1, increase to 1.25% in Year 2, and an increase to 1.5% in Year 3

Staff Analysis

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.

Attachments

1. Resolution No. 2020-2051
2. Memorandum of Understanding between city of Goodyear and Goodyear Police Officers Association for July 1, 2020 through June 30, 2023 (FINAL VERSION)