

# MEMORANDUM OF UNDERSTANDING

JULY 1, 2020 THROUGH JUNE 30, 2023



**CITY OF GOODYEAR**

**AND**



**GOODYEAR POLICE OFFICERS  
ASSOCIATION (GYPOA)**

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## **PREAMBLE**

WHEREAS, the city of Goodyear ("City") and the Goodyear Police Officers Association, the designated Public Safety Sworn Employees Organization ("Organization") for Goodyear Police Officers and Police Sergeants through their designated representatives, met and conferred in good faith in order to reach agreement concerning wages, hours, and working conditions; and

WHEREAS, the City and Organization shall collectively be referenced as the "Parties" for the purposes of this Memorandum; and

WHEREAS, the Parties hereby acknowledge that the provisions of this Memorandum are not intended to abrogate the authority and responsibility of City government provided for under the statutes of the State of Arizona or the Charter or ordinances of the city of Goodyear and/or the City's Administrative Policies and Guidelines;

WHEREAS, the Parties hereby recognize the value of a collaborative relationship between the association and management and therefore endeavor to facilitate inclusive processes that consider the interests of both Parties as outlined in the permissible areas of meet and confer ordinance.

NOW, THEREFORE, having reached this complete agreement concerning wages, hours, and working conditions for the term specified, the Parties submit this Memorandum to the City Council of the city of Goodyear with their joint recommendation that the Council resolve to adopt its terms and provisions.

## **ARTICLE 1: Rights**

### **Section 1-1. Gender**

Whenever any words used herein are in the masculine, feminine or neuter, they will be construed as though they were also used in another gender in all cases where they would so apply.

## **ARTICLE 2: Grievance**

### **Section 2-1. Definition of Grievance**

A "grievance" is a written allegation by an employee, submitted in a timely manner in accordance with the provision, alleging specific violations of the terms of this Memorandum of Understanding (MOU) which are alleged to be violated and the specific remedy will automatically terminate the grievance.

A "Unit Grievance" is a written allegation by the Organization, submitted as herein specified, charging violation(s) of the specific express terms of the MOU that involve the entire unit and not merely the complaints of one or more employees and not of an

operational nature and not merely a specific application of this MOU to one or more employees.

A "Representative" is defined as a member of the Organization currently employed by the City.

## **Section 2-2. Informal Resolution**

- A. It is the responsibility of employees who believe that they have a bona fide complaint concerning violations of this MOU to promptly inform and discuss it with their Police Chief's Management Designee in order to, in good faith, endeavor to clarify the matter expeditiously and informally at the employee-immediate Police Chief's Management Designee level. If such informal discussion does not resolve the problem to the employee's satisfaction, and if the complaint constitutes a grievance as herein defined, the employee may file a formal grievance in accordance with the following procedure. Employees may use not more than two (2) hours of duty time to prepare the formal grievance. Failure to complete and file a grievance within the specified time frame will automatically terminate the complaint.

## **Section 2-3. Formal Grievance Procedure**

- A. Unit grievances will skip Step 1 and will commence at Step 2.
- B. In processing a formal grievance, the following procedure will apply:

### **Step 1**

- A. The employee will reduce their grievance to writing by signing and completing all parts of the grievance form provided by the City and submit it to the Police Chief's Management Designee within fourteen (14) calendar days of the event giving rise to the grievance. Either party may then request that a meeting be held concerning the grievance, or they may mutually agree that no meeting be held. The Police Chief's Management Designee will, within twenty-eight (28) calendar days of having received the written grievance, or such meeting, whichever is later, submit their response thereto in writing to the grievant and the grievant's representative, if any.

### **Step 2**

- A. If the response to the first level of review does not result in resolution of the grievance, the grievant or their representative may submit the grievance to a Labor/Management Committee for review and recommendation within seven (7) calendar days of the receipt of the step one response. The Committee will consist of up to two (2) representatives of the Organization who were on the negotiating committee and up to two (2) representatives of the City Manager who were on the negotiating committee. Within fourteen (14) calendar days of having received the appeal, the Labor/Management Committee will meet to review the grievance, unless the date is

mutually extended. Within fourteen (14) calendar days from the date of the committee meeting, the Labor/Management representatives will submit a recommended disposition of the matter to the City Manager.

### **Step 3**

- A. If the response of the second level of review does not result in resolution of the grievance, the grievant may appeal the grievance to the Police Chief within fourteen (14) calendar days of the grievant's or their representative's receipt of the Step 2 response. Either party may request a meeting be held concerning the grievance or mutually agree that no meeting be held. Within twenty-eight (28) calendar days of having received the appeal, or the meeting, whichever is later, the Police Chief will submit their response to the appeal to the grievant and the grievant's representative, if any.

### **Step 4**

- A. If the response of the third level of review does not result in resolution of the grievance, the grievant and the Organization may jointly invoke the Step 4 procedure to request mediation, by filing an appeal within ten (10) calendar days (excluding City holidays) of receipt of the recommendation. Nothing precludes the City and the Organization from mutually agreeing to combine more than one (1) grievance into the same mediation if they determine that multiple requests for mediation fall under the same issue.
- B. Department management and the grievant, or their designated representative, will agree on a mediator. If they are unable to agree on a mediator within ten (10) calendar days (excluding City holidays), either party may request the Federal Mediation and Conciliation Service to submit to them a list of seven (7) mediators who have had experience in the public sector. The Parties will, within ten (10) calendar days (excluding City holidays) of the receipt of said list, select the mediator by alternately striking names from said list until one (1) name remains. Such person will then become the mediator. The mediator so selected will hold a hearing as expeditiously as possible at a time and place convenient to the Parties, and will be bound by the following:
  - 1. The mediator will neither add to, detract from, nor modify the language of the MOU or of Department rules and regulations in considering any issue properly brought to them.
  - 2. The mediator will expressly confine themselves to the precise issues submitted to them and will have no authority to consider any other issue not so submitted to them.
  - 3. The mediator will be bound by applicable State and City law.
  - 4. The mediator will, within thirty (30) days from the close of the mediation hearing, submit a recommendation to both Parties.
- C. The costs of the mediator and any other mutually incurred costs will be borne equally by the Parties.

## **Step 5**

- A. If the mediator's recommendation does not result in the resolution of the grievance, either party may submit the grievance to the City Manager or designee within ten (10) calendar days (excluding City holidays) of receipt of the mediator's recommendation.
- B. The City Manager or designee may accept, modify, or reject the mediator's recommendation. The City Manager or designee will submit their decision in writing to the grievant and the designated representative within twenty-one (21) calendar days (excluding City holidays) of receipt of the appeal.
- C. The City Manager's or designee's decision is the final step in the grievance process.

Failure of Departmental representatives to comply with time limits specified in Step 1 and Step 2 will entitle the grievant to appeal to the next level of review, and failure of the grievant to comply with said time limits in this procedure will constitute abandonment of the grievance. The Parties may extend time limits by mutual written agreement in advance.

## **ARTICLE 3: Labor-Management Committees**

### **Section 3-1. Labor-Management Operations Committee**

- A. There shall be a Labor-Management Operations Committee ("Committee") consisting of up to four (4) representatives of the Organization meeting with the Police Chief or the Chief's designee. The purpose of the Committee is to facilitate improved labor-management relationships by providing a forum for the free discussion of mutual concerns and problems which may include discussion of the implementation of major new department programs or substantial modifications of existing major department programs that will have a significant impact on work schedules or duties of the members.
- B. The Committee shall meet monthly at mutually scheduled times, and at any other mutually scheduled times.
- C. The labor groups shall, in advance of a meeting, provide the Police Chief with proposed agenda items.
- D. The Committee may, if it deems proper, suggest recommendations to the Police Chief for their consideration and determination.
- E. Any matter referred to within the grievance process may be discussed by the Committee at the request of any member of the Committee.
- F. The City will provide to the Labor-Management Committee the professional services of a scribe for the labor-management process.
- G. The Committee shall review any changes to Department Policies and/or any of the following but not limited to: the Organization and Management shall endeavor to create a process to include employee input through a Labor-Management Group or

equivalent for selection and use of equipment including, but not limited to, vehicles, uniforms, other related duty equipment, etc.)

### **Section 3-2. Labor-Management Executive Committee**

- A. There shall be a Labor-Management Executive Committee consisting of up to four (4) representatives of management from the Police Department and Human Resources Department and up to four (4) Representatives of the Organization. The purpose of the Committee is to facilitate improved labor-management relationships by providing a forum for the free discussion of mutual concerns and problems.
- B. The Committee shall meet quarterly at mutually scheduled times, and at any other mutually scheduled times.
- C. The Chairmanship of the Committee shall reside with the Police Chief. The members shall, in advance of a meeting, provide the Police Chief with proposed agenda items.

## **ARTICLE 4: Conducting Association Business**

### **Section 4-1. Donated Release Time**

- A. Donated Release Time is time off from normal working duties/hours to conduct bargaining unit business.
- B. A Donated Release Time Bank is a bank of donated vacation hours used for grievance, labor-management meetings, representing an employee, or any other labor management process excluding political activity. Goodyear Police Officers Association (GYPOA) may donate their vacation hours to this bank.
  - 1. Donation to this bank will be allowed two (2) times per year, July and December. In the event GYPOA Executive Board determines the need for additional donations, one additional donation will be scheduled at an agreed upon time by the City and GYPOA.
  - 2. The Watch Commander will authorize time off specific to this bank.
  - 3. GYPOA member must have used at least thirty (30) hours of vacation and/or comp time in the current calendar year. Donation will be based on accrual balance at the end of June and November.
  - 4. Employee must maintain a minimum of twenty (20) hours in personal vacation account.
  - 5. A maximum of twelve (12) hours may be used at a time.
  - 6. Only used for and by GYPOA members.

## Section 4-2. Negotiation Time

- A. The City will allow city paid time for up to a maximum of five (5) members to be used for participation in negotiations at the negotiation table.

## ARTICLE 5: Layoffs

This section shall supersede Administrative Guideline 360 (C) in relation to the layoff of employees covered by this MOU. This provision does not apply to employees of the Police Department who are not subject to this MOU, and the City Manager retains sole authority to implement layoffs and allocate positions subject to layoff throughout the organization.

The City Manager may lay off an employee due to shortage of funds, curtailment of work, abolition of position, a material change in duties, or other reasons given by the City Manager. The conditions of a reduction in force (layoff) shall be as follows:

- A. **Notification of a Pending Layoff:** The City Manager or designee will notify an employee of a pending layoff, in writing, at least thirty (30) calendar days prior to the effective date of the layoff.
- B. **Order of Separation:** The City Manager or designee will notify an employee of a pending layoff, in writing, at least thirty (30) calendar days prior to the effective date of the layoff.
  - 1. Employment Status: Elimination of part-time and temporary employee positions will be considered prior to laying off full-time regular status employees, except to the extent that the City Manager determines they are necessary for seasonal programs, grant funded positions, public safety, or otherwise fill a position deemed critical by the City Manager. The ending of a temporary assignment due to budget constraints is not considered a layoff.
  - 2. Job Consideration: The importance of the position in relationship to the delivery of basic services provided by the City.
  - 3. Seniority: After employment status and job considerations has been considered, length of service, based on the hire date, will be used to determine the order of layoff and is at the City Manager's discretion. Seniority is determined by hire date with the city of Goodyear Police Department as a sworn police officer or police recruit whichever comes first.
- C. **Layoff Eligibility List:** The goal of the City is to reinstate all employees on the Layoff Eligibility List if possible while also providing current regular full-time employees the opportunity to compete for other opportunities within the City as vacancies occur.
- D. **Re-employment of Employee on Layoff Eligibility List:** The goal of the City is to reinstate all employees on the Layoff Eligibility List if possible while also providing current regular full-time employees the opportunity to compete for other opportunities within the City as vacancies occur.



Each vacancy will be evaluated to determine if the position will be filled. While a Layoff Eligibility List is in existence, approved recruitments will not be filled in accordance with Guideline #320, but will be filled as follows:

1. Laid off employee can be re-employed up to eighteen (18) months based on hire date as described above.
  2. From eighteen (18) to twenty-four (24) months employees can be re-employed based on seniority points which will be awarded through an agreed upon labor-management interview process.
  3. External Recruitment: Recruitments will only be advertised externally if the approved vacancy is not filled through the internal process listed above.
- E. **Status of Re-employed Laid-off Employees**: If a laid off employee is rehired; the employee shall return to regular status in the pay grade of the new position. Employee starting rates of pay will be determined in accordance with Policy 200(C)(1).

## **ARTICLE 6: Internal Investigations**

- A. If any unit member is told not to speak to anyone regarding an investigation, this admonition does not apply to speaking with an attorney functioning within the attorney-client relationship or with an employee representative as defined in Police Department policies or Organization representative who may discuss the matter only with the Grievance Chair of the GYPOA or president of the appropriate union of which the subject employee is a member. Who, in turn, may not share the information with any party that might compromise the integrity of the investigation.

## **ARTICLE 7: Hours of Work**

- A. The daily work hours and weekly shift schedule of employees will be determined by the Police Chief and will comprise of forty (40) hours within a seven (7) day work week. This will not be a guarantee of any minimum number of hours.
- B. Duty hours of employees may consist of five (5) eight (8) hour or four (4) ten (10) hour shifts per week. Should the Department discontinue four tens (4/10's) on an employee-wide basis, the Organization and the impacted employees will be given thirty (30) calendar days written notice prior to taking such action and after the Department has demonstrated to the Organization on a business related need to eliminate four tens (4/10's) on an employee wide basis. The Police Chief shall retain final authority on the determination of duty hours of employees.
- C. All leave categories, with the exception of compensatory time leave, industrial leave appointments during off-duty time (if added to City Policy) and administrative leave shall be counted as hours worked for the purposes of calculating overtime.

- D. Management retains the right to manage scheduling and overtime. It is the expectation that when schedules are changed management and employee should work together to allow for time to be paid, taken as comp time or flexed.

#### **Section 7-1. Meal Break/Rest Break**

- A. Members receive one (1) thirty (30) minute meal break during their shifts.
- B. Members who work at least four (4) additional hours beyond their scheduled shift may receive an additional thirty (30) minute meal break.
- C. Members may have one (1) separate rest period of twenty (20) minutes, each four (4) hour period during the work day, which shall be counted as time worked.
- D. All meal breaks and rest periods are considered to be paid time; therefore unit members are subject to recall during meal breaks and rest periods.

### **ARTICLE 8: Wages and Compensation**

#### **Section 8-1. Market & Step Increases**

##### **FY 2020-2021**

- A. All Police Officers and Sergeants will receive a 2.5% market adjustment. Eligible Police Officers and Sergeants, with the exception of employees at the maximum of their salary range, will receive their scheduled step increase. (See Appendix "A" for detail) The increase to be effective the first full pay period in July 2020. Eligible employees who have reached the maximum of their salary range as of June 30, 2020 will receive a lump sum payment in the amount of 2.5% of their current base salary. The combination of the lump sum and market adjustment may not exceed 2.5% of the current base salary. The lump sum payment will be paid out in two installments to be received on the first full pay period in July and the payroll date before the Thanksgiving holiday.

##### **FY 2021-2022**

- A. All Police Officers and Sergeants will receive a 1.0% market adjustment. Eligible Police Officers and Sergeants, with the exception of employees at the maximum of their salary range, will receive their scheduled step increase. (See Appendix "A" for detail) The increase to be effective the first full pay period in July 2021. Eligible employees who have reached the maximum of their salary range as of June 30, 2021 will receive a lump sum payment in the amount of 2.5% of their current base salary. The combination of the lump sum and market adjustment may not exceed 2.5% of the current base salary. The lump sum payment will be paid out in two installments to be received on the first full pay period in July and the payroll date before the Thanksgiving holiday.

##### **FY 2022-2023**

- A. All Police Officers and Sergeants will receive a 2.0% market adjustment. Eligible Police Officers and Sergeants, with the exception of employees at the maximum of their

salary range, will receive their scheduled step increase. (See Appendix "A" for detail) The increase to be effective the first full pay period in July 2022. Eligible employees who have reached the maximum of their salary range as of June 30, 2022 will receive a lump sum payment in the amount of 2.5% of their current base salary. The combination of the lump sum and market adjustment may not exceed 2.5% of the current base salary. The lump sum payment will be paid out in two installments to be received on the first full pay period in July and the payroll date before the Thanksgiving holiday.

## **Section 8-2. Salary Structure & Promotional Increases**

- A. To avoid salary compression, a minimum gap of 2.5% will be maintained between topped out Officers and Step 1 Sergeants. As a result of this separation, specialty pays will not be factored into promotional increase.

## **Section 8-3. Deferred Compensation**

### **FY 2020-2021**

- A. Effective the full first pay period of July 2020, Police Officers and Sergeants will receive a matching 1% city contribution to a qualifying 457(b) deferred compensation account. In order to receive the 1% matching City contribution, they must contribute a minimum of 1%.

### **FY 2021-2022**

- A. Effective the full first pay period of July 2021, Police Officers and Sergeants will receive a matching 1.25% city contribution to a qualifying 457(b) deferred compensation account. In order to receive the 1.25% matching City contribution, they must contribute a minimum of 1.25%.

### **FY 2022-2023**

- A. Effective the full first pay period of July 2022, Police Officers and Sergeants will receive a matching 1.5% city contribution to a qualifying 457(b) deferred compensation account. In order to receive the 1.5% matching City contribution, they must contribute a minimum of 1.5%.

## **Section 8-4. Compensatory Time Cash-in**

- A. Members can cash in their compensatory time at any time at their straight time rate. Cash in may be requested during the submission of bi-weekly timesheets and processed with the next regularly scheduled pay period.
- B. The maximum accrual for compensatory time is one hundred-twenty (120) hours for Police Officers and Sergeants.

- C. Upon promotion or transfer to another department or moving from a non-exempt to an exempt position, the employee must be paid out the entire balance of their compensatory time account at the current rate of pay prior to promotion or transfer.

#### **Section 8-5. Holiday Compensation**

- A. Eligible employees who are scheduled to work a City holiday (actual Holiday on the calendar, not the day observed by the City, if different) will receive one and one half (1½) times their regular rate of pay for actual hours worked in addition to holiday pay.

#### **Section 8-6. Floating Holiday**

- A. In accordance with City policy #600 eligible employees shall receive one Floating Holiday per calendar year commencing on the first full pay period of each calendar year. For Police Sergeants and Officers, a ten (10) hour Floating Holiday will be provided. Employees hired after the first full pay period of the calendar year will be eligible for a Floating Holiday the following calendar year.
- B. Members will be allowed to use the floating holiday in increments of quarter (¼) hours. Floating holidays may not be carried forward to be used in the following year.

#### **Section 8-7. Longevity Pay**

- A. This provision shall supersede Employee Personnel Policy 200(9) regarding longevity pay for employees subject to this MOU for the term of this agreement.
- B. The completed years of service will be measured as of December 1<sup>st</sup>. However, the OT calculation for the first year of this change would be only for the eleven (11) months, ending on October 31, 2020. The following table provides the Overtime Pay Period window and the Pay Period for longevity overtime calculations and payment.

	<b>Pay Periods OT Calculated</b>	<b>Pay Period Longevity Paid</b>
Year 1	December 1, 2019 to October 31, 2020	December 4, 2020
Year 2	November 1, 2020 to October 30, 2021	December 3, 2021
Year 3	October 31, 2021 to October 22, 2022	December 2, 2022

<b>Years of Service (Completed by Dec. 1)</b>	<b>Dollar Amount</b>
8	\$400.00
9	\$500.00
10	\$600.00
11	\$700.00
12	\$800.00
13	\$900.00
14+	\$1,000.00

- C. An employee MUST be actively employed at the time longevity checks are issued to be eligible. Payment of longevity pay is considered supplemental wages and is subject to IRS Guidelines requiring a tax withholding in addition to all other applicable taxes.

#### **Section 8-8. Shift Differential**

- A. Shift differential shall be paid to eligible employees for scheduled hours actually worked on an assigned second or third shift of eight (8) hours or more. Shift differential is added to the employee's base rate of pay and shall be included in the calculation of the overtime rate as required by the FLSA. Shift differential will be paid as follows:

<b>Shift</b>	<b>Differential Amount</b>
1 <sup>st</sup> Shift	N/A
2 <sup>nd</sup> Shift	\$0.50
3 <sup>rd</sup> Shift	\$0.75
4 <sup>th</sup> Shift	\$1.00

- B. Pay will be adjusted for an employee only after an employee has worked a minimum of four (4) consecutive days on the same shift (whether first, second, third or fourth shift) during a pay period.
- C. This does not preclude or interrupt management's right to adjust schedules or shifts to meet the needs of the Police Department operations.

### **ARTICLE 9: Benefits**

#### **Section 9-1. Retirement Health Savings Account**

- A. Subject to annual appropriation, if an eligible employee subject to this Memorandum has a sick leave balance of at least four hundred-eighty (480) hours by December 30th of each year, a dollar amount equal to twenty-four (24) hours of sick leave will be automatically removed from the employee's sick leave bank and rolled in a Retirement Health Savings Account, tax free. If an employee has a sick leave balance of at least seven hundred-twenty (720) hours by December 30th of each year, a dollar amount equal to forty-eight (48) hours of sick leave will be automatically removed from the employee's sick leave bank and rolled in a Retirement Health Savings Account tax free. The monies deposited into this account can be accessed upon separation of employment for health related premiums and expenses.

#### **Section 9-2. Funeral Benefit**

- A. In the event that an employee is killed in the line of duty, or dies from injuries sustained in the line of duty, the City will pay or reimburse up to fifteen thousand dollars (\$15,000) toward funeral related expenses to the designated agent or service provider.

### **Section 9-3. Vacation Cash-In**

- A. Employees shall be allowed to cash in up to forty (40) hours of accrued vacation leave, one time a year as determined by the City, as long as they maintain a vacation balance of eighty (80) hours after the vacation leave is paid out and have taken at least forty (40) hours of vacation leave prior to the cash in date. Payment of vacation cash-in is considered supplemental wages and is subject to IRS Guidelines requiring a tax withholding in addition to all other applicable taxes.

### **Section 9-4. Vacation Accrual**

- A. For employees entitled to vacation leave, accruals begin on the first day of employment. No employee shall take vacation leave in excess of the amount accrued. Full-time employees accrue vacation leave on a per pay period basis based on years of service as noted below.

<b>Accrual Rate</b>	
<b>Years of Service</b>	<b>40-hr EE Vacation Accrual Rate</b>
0 < 5	4.40
5 < 10	5.30
10 < 15	6.15
15 < 21	7.06
21+	7.36

## ARTICLE 10: Term of Memorandum

- A. This Memorandum shall remain in full force and effect beginning July 1, 2020 through June 30, 2023.

IN WITNESS WHEREOF, the parties have set their hand this \_\_\_\_ day of \_\_\_\_ 2020.

CITY OF GOODYEAR

By:

\_\_\_\_\_  
Julie Arendall, City Manager

\_\_\_\_\_  
Roric Massey, City Attorney

\_\_\_\_\_  
Lyman Locket, Human Resources Director  
Lead Negotiator

\_\_\_\_\_  
Jeff Mercy, Acting Deputy Chief  
Negotiation Team Member

\_\_\_\_\_  
Lauri Wingenroth, Finance Manager-  
Budget and Research  
Negotiation Team Member

\_\_\_\_\_  
Shealyn Becker, HR Business Partner  
Negotiation Team Member

ATTEST:

\_\_\_\_\_  
Darcie McCracken, City Clerk

GOODYEAR POLICE OFFICERS  
ASSOCIATION

By:

\_\_\_\_\_  
Marcus Patterson, President  
Lead Negotiator

\_\_\_\_\_  
Sean Tyler  
Representative

\_\_\_\_\_  
Shane Seymore  
Representative

\_\_\_\_\_  
Brad Hardin  
Representative

## APPENDIX A

### Wage Tables

Grade and Step Table - Effective July 2020

Sworn Police		Steps								
Position	Grade	1	2	3	4	5	6	7	8	Grade
Police Recruit/Cadet	751	53,666.82								751
		25.8014								
Police Officer**	752	56,491.39	59,315.98	62,281.86	65,396.03	68,665.79	72,099.04	75,704.10	79,489.28	752
		27.1593	28.5173	29.9432	31.4404	33.0124	34.6630	36.3962	38.2160	
Police Sergeant	754	81,816.35	85,907.12	90,202.53	94,712.59	99,448.13	104,420.58			754
		39.3348	41.3015	43.3666	45.5349	47.8116	50.2022			

\*FY20-21 - 2.5% Market Adjustment

Grade and Step Table - Effective July 2021

Sworn Police		Steps								
Position	Grade	1	2	3	4	5	6	7	8	Grade
Police Recruit/Cadet	751	54,203.49								751
		26.0594								
Police Officer**	752	57,056.30	59,909.20	62,904.61	66,049.78	69,352.19	72,819.76	76,460.80	80,283.84	752
		27.4309	28.8025	30.2426	31.7547	33.3424	35.0095	36.7600	38.5980	
Police Sergeant	754	82,634.52	86,766.16	91,104.42	95,659.62	100,442.58	105,464.74			754
		39.7281	41.7145	43.8002	45.9902	48.2897	50.7042			

\*FY21-22 - 1.0% Market Adjustment

Grade and Step Table - Effective July 2022

Sworn Police		Steps								
Position	Grade	1	2	3	4	5	6	7	8	Grade
Police Recruit/Cadet	751	55,287.56								751
		26.5806								
Police Officer**	752	58,197.43	61,107.28	64,162.59	67,370.78	70,739.34	74,276.38	77,990.22	81,889.81	752
		27.9795	29.3785	30.8474	32.3898	34.0093	35.7098	37.4953	39.3701	
Police Sergeant	754	84,287.21	88,501.50	92,926.50	97,572.80	102,451.44	107,574.06			754
		40.5227	42.5488	44.6762	46.9100	49.2555	51.7183			

\*FY22-23 - 2.0% Market Adjustment