

MEMO

TO: Rick Horst, City Manager
FROM: Dorri Carpenter, HR Manager
DATE: October 11, 2022
RE: Presentation to City Council for the Pay Increase Ratification Submission for Sergeants, Corporals and Officers

PURPOSE:

To ratify and update the City of Maricopa adopted Memorandum of Understanding for the period of July 1, 2022 through June 30, 2025.

RECOMMENDATION:

The City of Maricopa proposes a 4% salary plan increase for Police Officers, Police Corporals and Police Sergeants. The purpose of this increase is to align the current pay structure with the City's business strategy, creating a competitive and equitable compensation program for the members of the Police Department and to promote employee engagement and high performance.

It is proposed to implement the increase for Sergeants effective November 6, 2022, coinciding with the first day of the first pay period in November, 2022.

It is proposed to implement the increase for Corporals and Officers effective December 4, 2022, coinciding with the first day of the first pay period in December, 2022.

Attached are the Ratifications with the existing and proposed salary plan rates.



Ratification – FOP – Officers and Corporals

C U R R E N T Article, Section, Sub-section & page	APENDIX A STEP PAY PLAN	N E W 4% PAY INCREASE	APENDIX A STEP PAY PLAN
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CURRENT LANGUAGE:

Officers Step	Hourly Rate	Annualized Pay
0	\$28.22	\$58,698.44
1	\$29.63	\$61,633.36
2	\$31.11	\$64,715.03
3	\$32.67	\$67,950.78
4	\$34.30	\$71,348.32
5	\$36.02	\$74,915.74
6	\$37.82	\$78,661.52
7	\$39.71	\$82,594.60

NEW LANGUAGE or CHANGE:

Officers Step	Hourly Rate	Annualized Pay
0	\$29.35	\$61,046.38
1	\$30.82	\$64,098.69
2	\$32.35	\$67,303.63
3	\$33.98	\$70,668.81
4	\$35.67	\$74,202.25
5	\$37.46	\$77,912.37
6	\$39.33	\$81,807.98
7	\$41.30	\$85,898.38

Corporal Step	Hourly Rate	Annualized Pay
0	\$30.82	\$64,098.69
1	\$32.35	\$67,303.63
2	\$33.98	\$70,668.81
3	\$35.67	\$74,202.25
4	\$37.46	\$77,912.37
5	\$39.33	\$81,807.99
6	\$41.30	\$85,898.38
7	\$43.37	\$90,193.30

Intent or problem to be resolved:

The City of Maricopa proposes a 4% salary plan increase for Police Officers and Police Corporals. The purpose of this increase is to align the current pay structure with the City's business strategy, creating a competitive and equitable compensation program for the members of the Police Department and to promote employee engagement and high performance.



Ratification – FOP – Officers and Corporals

Example(s) of how new language/change will be applied (perhaps as opposed to previous language):

Salary table will reflect a 4% increase in all steps of the Officer and Corporal salary plans.

It is proposed to implement the increase for Corporals and Officers effective December 4, 2022, coinciding with the first day of the first pay period in December, 2022.

Agreement:

Daniel Rauch, Union Representative

Rick Horst, City Manager

10/18/2022
Date and Time

10/19/2022
Date and Time



Ratification – FOP – Sergeants

CURRENT Article, Section, Sub-section & page	APENDIX A STEP PAY PLAN	NEW 4% PAY INCREASE	APENDIX A STEP PAY PLAN
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CURRENT LANGUAGE:

Sergeant Step	Hourly Rate	Annualized Pay
1	\$42.09	\$87,550.00
2	\$44.62	\$92,803.00
3	\$47.29	\$98,371.18
4	\$50.13	\$104,273.45
5	\$53.14	\$110,529.86

NEW LANGUAGE or CHANGE:

Sergeant Step	Hourly Rate	Annualized Pay
1	\$43.77	\$91,052.00
2	\$46.40	\$96,515.12
3	\$49.18	\$102,306.03
4	\$52.14	\$108,444.39
5	\$55.27	\$114,951.05

Intent or problem to be resolved:

The City of Maricopa proposes a 4% salary plan increase for Police Sergeants. The purpose of this increase is to align the current pay structure with the City's business strategy, creating a competitive and equitable compensation program for the members of the Police Department and to promote employee engagement and high performance.

Example(s) of how new language/change will be applied (perhaps as opposed to previous language):


Salary table will reflect a 4% increase in all steps of the salary plan.

It is proposed to implement the increase for Sergeants effective November 6, 2022, coinciding with the first day of the first pay period in November, 2022.

Agreement:


Michael Dennison, Union Representative

18 Oct 2022
Date and Time


Rick Horst, City Manager

10/19/2022
Date and Time

Corporal

0	\$29.63	\$61,633.36
1	\$31.11	\$64,715.03
2	\$32.67	\$67,950.78
3	\$34.30	\$71,348.32
4	\$36.02	\$74,915.74
5	\$37.82	\$78,661.53
6	\$39.71	\$82,594.60
7	\$41.70	\$86,724.33

Corporal

4%

0	\$30.82	\$64,098.69
1	\$32.35	\$67,303.63
2	\$33.98	\$70,668.81
3	\$35.67	\$74,202.25
4	\$37.46	\$77,912.37
5	\$39.33	\$81,807.99
6	\$41.30	\$85,898.38
7	\$43.37	\$90,193.30

Officers

0	\$28.22	\$58,698.44
1	\$29.63	\$61,633.36
2	\$31.11	\$64,715.03
3	\$32.67	\$67,950.78
4	\$34.30	\$71,348.32
5	\$36.02	\$74,915.74
6	\$37.82	\$78,661.52
7	\$39.71	\$82,594.60

Officers

0	\$29.35	\$61,046.38
1	\$30.82	\$64,098.69
2	\$32.35	\$67,303.63
3	\$33.98	\$70,668.81
4	\$35.67	\$74,202.25
5	\$37.46	\$77,912.37
6	\$39.33	\$81,807.98
7	\$41.30	\$85,898.38

Sergeants

1	\$42.09	\$87,550.00
2	\$44.62	\$92,803.00
3	\$47.29	\$98,371.18
4	\$50.13	\$104,273.45
5	\$53.14	\$110,529.86

Sergeants

1	\$43.77	\$91,052.00
2	\$46.40	\$96,515.12
3	\$49.18	\$102,306.03
4	\$52.14	\$108,444.39
5	\$55.27	\$114,951.05