



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

CURRENT LANGUAGE:

Officers Step	Hourly Rate	Annualized Pay \$58,698.44		
0	\$28.22			
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 \$61,046.38		
0	\$29.35			
1	\$30.82	\$64,098.69		
2	\$32.35	\$67,303.63		
3	\$33.98	\$70,668.81		
4	\$35.67 \$74,202.2			
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 \$67,303.6		
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



Ratification - FOP - Sergeants

C U R R E N T
Article, Section,
Sub-section & page

APENDIX A STEP PAY PLAN **NEW** 4% PAY INCREASE APENDIX A STEP PAY PLAN

CURRENT LANGUAGE:

Sergeant Step	Hourly Rate	\$87,550.00 \$92,803.00	
1	\$42.09		
2	\$44.62		
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	\$91,052.00 \$96,515.12 \$102,306.03	
1	\$43.77		
2	\$46.40		
3	\$49.18		
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):

Oct 2022

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

Rick Horst, City Manager

Date and Time

Date and Time

Page 1

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