

STAFF REPORT

For the two-year MOU between the City of Maricopa and FOP Lodge 78 for the period July 1, 2025 – June 30, 2027.

SUMMARY

After eight Meet-and-Confer sessions, the City and FOP Lodge 78 reached a tentative agreement on all articles, including wages, specialty pays, benefits, and term. This agreement is sustainable and addresses key concerns such as compaction and employees topping out. Ancillary incentives reward critical skills that improve response quality and community relations. Total agreement encourages both retention and recruitment, which positions the Maricopa Police Department as an employer of choice for law enforcement professionals.

KEY THEMES

Market-Competitive Compensation	<ul style="list-style-type: none">• Wage plan brings sworn pay to 104% of our comparable cities• Removes compaction issues
Targeted Incentives for Specialized Skills	<ul style="list-style-type: none">• Expanded specialty-assignment list (SWAT, K-9, Traffic, FTO, SRO) keeps us competitive for high-risk, high-skill roles• Raised bilingual pay to \$0.55/hr to reward language-skilled staff and improve service for all residents
Retention & Career-Longevity Tools	<ul style="list-style-type: none">• Uniform allowance converted to a bi-annual stipend—simpler for staff, easier to audit• Holiday and OT language clean up reduces payroll disputes• Increases to call out pay and court overtime provide better compensation for extra work performed• Added regular pay to deferred comp calculations, boosting employee contributions and matches

FISCAL IMPACT

FOP agreement is an estimated \$1,746,515 investment over a two-year agreement. Funding is included in the FY 26 Proposed Budget; FY 27 impact will be programmed in next year's forecast.

ALTERNATIVES

1. Modify individual provisions and return to FOP for re-ratification (delays implementation).
 2. Reject the MOU; current agreement would remain in force.
 3. Approve as recommended (staff recommendation).
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