

RESOLUTION NO. 25-52

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL
OF THE CITY OF MARICOPA, ARIZONA, AMENDING
SECTION 6, LEAVE, OF THE CITY OF MARICOPA
PERSONNEL POLICIES AND PROCEDURES HANDBOOK
TO ADOPT AN AMENDED VACATION YEARS OF
SERVICE ACCRUAL SCHEDULE.**

WHEREAS, the Mayor and Council of the City of Maricopa, Arizona, previously adopted the City of Maricopa Personnel Policies and Procedures, which has been amended from time to time; and

WHEREAS, after having a classification and compensation study completed by Gallagher Benefit Services, Inc., the City determined the vacation accruals for employees working for the City between zero and three years is below market comparators; and

WHEREAS, the Mayor and Council of the City of Maricopa, after consultation with City staff and review of Section 6, Leave, of the Personnel Policies and Procedures Handbook has determined that such section should be revised to increase the vacation accrual for employees working for the City between zero and three years.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and City Council of the City of Maricopa, Arizona, that the vacation accrual schedule for all regular 40-hour week, full-time employees set forth in Section 6: Leave shall be deleted in its entirety and replaced with the following:

Years of Service	Annual Maximum Accrual Hours	Maximum Hours Carried Forward Year to Year
0-5	112	160
5-10	144	200
10-15	168	240
15+	192	280

PASSED AND ADOPTED by the Mayor and Council of the City of Maricopa, Arizona, this 2nd day of December, 2025.

APPROVED:

Nancy Smith
Mayor

ATTEST:

APPROVED AS TO FORM:

Vanessa Bueras, MMC
City Clerk

Denis Fitzgibbons
City Attorney