

RESOLUTION NO. 2025-2459

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, APPROVING A NEW MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF GOODYEAR AND THE GOODYEAR POLICE OFFICERS ASSOCIATION COMMENCING JULY 1, 2025, AND EXPIRING ON JUNE 30, 2027.

WHEREAS, the City of Goodyear ("City"), through its management representatives, has met and conferred in good faith with Goodyear Police Officers Association (GYPOA);

WHEREAS, the representatives of the City and GYPOA have exchanged information, opinions, and proposals on matters regarding wages, hours, benefits and other terms and conditions of employment for GYPOA members;

WHEREAS, the City and GYPOA representative have agreed on the term of a new Memorandum of Understanding to be July 1, 2025 through June 30, 2027; and

WHEREAS, The Mayor and the Council of the City of Goodyear are authorized to enter into a Memorandum of Understanding (MOU) as a result of the Tentative Agreement proposed through the Meet and Confer process.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GOODYEAR, MARICOPA COUNTY, ARIZONA, AS FOLLOWS:

SECTION 1. STATEMENT OF AUTHORITY

Article 3, Section 12-14(F) of the Goodyear City Code established that the City Council shall have sole discretion to accept or reject any proposal, recommendation, reports or offers that result from the Meet and Confer process. Final action by the Mayor and Council upon the issues raised during the Meet and Confer process will serve as the MOU for the following Budget year.

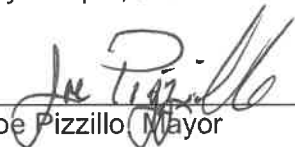
SECTION 2. MEMORANDUM OF UNDERSTANDING BETWEEN CITY OF GOODYEAR AND THE GOODYEAR POLICE OFFICERS ASSOCIATION, JULY 1, 2025, THROUGH JUNE 30, 2027.

The Mayor and Council of the City of Goodyear hereby approve the Memorandum of Understanding between the City of Goodyear and the Goodyear Police Officers Association (GYPOA), a copy of which is attached hereto as Exhibit A. The City Manager is hereby authorized to carry out the intent of this Resolution.

SECTION 3. PROVIDING FOR SEVERABILITY

If any section, subsection, sentence, clause, phrase or portion of this Resolution or any part of the Policies adopted herein by reference is for any reason held to be invalid or unconstitutional by the decisions of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions thereof.

PASSED AND ADOPTED by the Mayor and Council of the City of Goodyear, Maricopa County, Arizona, by a 7-0 vote, this 7th day of April, 2025.



Joe Pizzillo, Mayor

Date: 4/7/2025

ATTEST:



Jasmine Pernicano, City Clerk

APPROVED AS TO FORM:



Roric Massey, City Attorney



Exhibit A

MEMORANDUM OF UNDERSTANDING

JULY 1, 2025 THROUGH JUNE 30, 2027



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 ("Members") 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 of Goodyear Policy and Guidelines Manual](#);

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 of Understanding (MOU) 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 neutral, 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 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 members and not of an

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

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 the members who believe that they have a bona fide complaint concerning violations of this MOU to promptly inform and discuss it with their Chief of Police's Management Designee in order to, in good faith, endeavor to clarify the matter expeditiously and informally at the member-immediate Chief of Police's Management Designee level. If such informal discussion does not resolve the problem to the members satisfaction, and if the complaint constitutes a grievance as herein defined, the member may file a formal grievance in accordance with the following procedure. Members 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 member 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 Chief of Police'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 Chief of Police'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 Chief of Police 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 Chief of Police 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 (FCMS) 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 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 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 six (6) representatives of the Organization meeting with the Chief of Police 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 Chief of Police with proposed agenda items.
- D. The Committee may, if it deems proper, suggest recommendations to the Chief of Police 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.)

Members of the Labor-Management Operations Committee or their delegate will be invited to participate in a review of the Chief of Police candidates with the City Manager or their designee once individuals are initially screened by Human Resources to ensure they meet minimum qualifications per the job description. The members will later be invited to participate in a panel interview of the finalists selected. Final selection authority rests solely with the City Manager.

Section 3-2. Labor-Management Executive Committee

- A. There shall be a Labor-Management Executive Committee consisting of up to six (6) representatives of management from the Police Department and the City Manager's Office and Human Resources Department and up to six (6) 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 Chief of Police of Police. The members shall, in advance of a meeting, provide the Chief of Police of Police 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/member, 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 four (4) times per year, quarterly. 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. Only used for and by GYPOA members.

Section 4-2. City Business Time

The Goodyear community benefits from harmonious and cooperative relationships between the city and its employees. The Union plays an important role furthering this relationship and ultimately improving service to the city and its citizens.

- A. The Goodyear City Council has determined that there are specific activities that confer a public benefit for which Union members may be released to perform these activities at their regular rates of compensation as part of their city business (hereinafter referred to as "City Business Time"). Accordingly, the city and the

Union have negotiated this time as part of an entire compensation package for unit employees. These bargained-for rights will promote and improve enhanced service delivery models and public safety, save the taxpayers money, and provide other tangible benefits to the City's residents.

- B. The city has determined there are activities that confer a public benefit for which members of the Union should be released from their official duties on an as needed basis to perform. The City and the Union acknowledge that Union members will receive City Business Time for the time spent performing the following activities:
 - a. Attend trainings that have been authorized and stated in this document.
 - b. Attend meetings to facilitate communication between employees and management ensuring a safe and efficient delivery of services, as well as developing a heightened degree of labor/management cooperation.
- C. In order to ensure city resources are well coordinated, upon the direction of the City of Goodyear and consent of GYPOA, Authorized Employees will participate in various City committees, labor management meetings, or labor management work groups as a member of the committee or group.
- D. Representation in grievance or investigatory or disciplinary proceedings involving bargaining unit members.
- E. Bargaining and negotiations on any matters deemed to be a mandatory subject of bargaining.
- F. Represent employees involved in critical incidents at the time of incident.
- G. The city recognizes the following mandatory events as providing mutual benefit to both the city and the Union:
 - 1. State or National Conference (one per year, alternating years);
 - 2. Leadership Conference or Labor Summit [one (1) per year, alternating years]; and
 - 3. Cover time only for two (2) events per year.

The city will allow city paid time for up to four-hundred (400) hours total per year paid as straight time. Including:

- 4. Up to a maximum of five (5) members per event;
- 5. Up to a maximum of forty (40) hours per member/per event; and
- 6. Members shall log time attending the above referenced events as regular straight time in the city/Department time-entry system.

Training Pay will not be paid if teaching at any of these non-departmental events.

Section 4-3. Negotiation Time

- A. The city will allow city paid time for up to a maximum of six (6) members to be used for participation in negotiations at the negotiation table.

ARTICLE 5: Layoffs

This section shall supersede [Goodyear Administrative Guideline #360](#) in relation to the layoff of employees/members 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 a member 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 a member of a pending layoff, in writing, at least thirty (30) calendar days prior to the effective date of the layoff.
 1. **Order of Separation:** Elimination of part-time and temporary employee positions will be considered prior to laying off full-time regular status members, 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.
- B. **Layoff Eligibility List:** The goal of the city is to reinstate all employees/members 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.
- C. **Re-employment of Employee/Members 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/members 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 [Administrative Guideline #320](#), but will be filled as follows:

 1. Laid off member 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.
- D. **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 [Goodyear Administrative Policy #200](#).

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 GYPOA Executive Board Members. 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 members will be determined by the Chief of Police and will comprise of eighty (80) hours within a fourteen (14) day work period. This will not be a guarantee of any minimum number of hours.
- B. Shift schedules will be mutually agreed upon with the Association and Management. Should the Department change schedules on an employee-wide basis, the Organization and the impacted members will be given thirty (30) calendar days written notice prior to taking such action and after the Department has demonstrated to the Organization the business related need. The Chief of Police shall retain final authority on the determination of duty hours of members.
- C. All leave categories, with the exception of compensatory time leave (except for first 80 hours, see below), industrial leave appointments during off-duty time (if added to city policy) and unpaid administrative leave shall be counted as hours worked for the purposes of calculating overtime.
 1. A maximum of eighty (80) -hours of compensatory time per year may be used 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 compensatory 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.

Section 7-2. Schedule Switching

- A. Employees may switch their schedules only when it serves the operational needs or benefit of the Organization.
 - a. If a Patrol Officer is scheduled for a training on a Monday, but is normally assigned to work Tuesday through Friday, the officer will be compensated at the overtime rate for Monday and will maintain their regular work schedule for the remainder of the week.
 - b. If a Patrol Officer is scheduled for a multiple day training (e.g., Monday through Thursday), the officer may adjust their schedule to attend the training and will be permitted to return to their regular assignment on Friday.
- B. Employees assigned to Specialty Details may only alter their assigned schedules when it directly benefits the Organization (i.e. covering shifts).
- C. Employees are not permitted to alter/change their regularly assigned schedule for the purpose of working off-duty assignments. If an employee wants to work off-duty on their normally scheduled workday, they must request to use vacation leave for that day.
- D. ANY requests for schedule changes must be approved in advance by a Lieutenant or higher.

ARTICLE 8: Wages and Compensation

- A. **Effective Dates:** All wages and compensation increases will be effective the first pay period including July 1st. Respectively, June 22, 2025 and June 21, 2026.

Section 8-1. Market & Step Increases

- A. **FY2026, Year 1:** A market adjustment of ten percent (10%) will be applied to the salary schedule. Eligible members, with the exception of members at the maximum of their salary range, will receive their scheduled step increase (See Appendix "A" for detail.)
- B. **FY2027, Year 2:** A market adjustment of four percent (4%) will be applied to the salary schedule. Eligible members, with the exception of members at the maximum of their salary range, will receive their scheduled step increase ([See Appendix "A"](#) for detail.)
 - 1. If the market adjustment for non-represented employees in FY2027 exceeds 4%, the market adjustment will be commensurate.
 - 2. If there is a merit adjustment for non-represented employees in FY2027, members at the top of the range will receive a lump sum equal to the merit adjustment similarly applied to non-represented topped out employees. Lump

sum payments will be split and paid out in two payments one in July 2026 and one in November 2026.

Section 8-2. Salary Structure & Promotional Increases

- A. To avoid salary compression, a minimum gap of five percent (5%) will be maintained between topped out Officers and Step 1 Sergeants. Specialty pays will be factored into the promotional increase.

Section 8-3. Deferred Compensation

- A. Police Officers and Sergeants will receive a matching two percent (2%) city contribution to a qualifying deferred compensation account. In order to receive the two percent (2%) matching city contribution, they must contribute a minimum of two percent (2%).

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 two hundred-forty (240) 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 member 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. Holidays and Holiday Compensation

- A. Members will receive ten (10) hours per day for eleven (11) holidays and one (1) floating holiday.
- B. Members will be allowed to use the floating holiday in increments of quarter ($\frac{1}{4}$) hours. Floating holidays may not be carried forward to be used in the following year.
- C. Members 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 ($1\frac{1}{2}$) times their regular rate of pay for actual hours worked in addition to holiday pay.
- D. Members who are scheduled to work a city holiday (actual Holiday and identified as a Premium Holiday – Fourth of July, Thanksgiving Day and Christmas Day) will receive two (2) times their regular rate of pay for actual hours worked in addition to holiday pay.
- E. Holiday hours to be added to the members base rate of pay and shall be included in the calculation of the overtime rate.

Section 8-6. Holiday Scheduling

- A. No one will switch their assigned shift for the purpose of causing a holiday to fall on their regularly scheduled day off.
- B. Patrol personnel are required to work all of their regularly assigned shifts, including any shifts that fall on a designated holiday.
- C. Non-Patrol personnel who are scheduled to work on the holiday as part of their regular assigned schedule may choose one of the following options:
 - a. Work their scheduled shift on the holiday, or
 - b. take the holiday off utilizing their holiday pay.

Section 8-7. Assignment Pay

A. Mobile Field Force (MFF) Assignment Pay

Trained members of the Mobile Field force will receive \$1.50 per hour assignment pay. Members are expected to answer their phones or call back within 15 minutes of being called. If placed on stand-by, stand-by pay and expectations would apply. When called out, if not already on duty, members of the MFF will receive the 1.75 rate of pay.

B. Specialty Pay

Officers receiving specialty pay are expected to answer their phones or call back within 15 minutes of being called. If placed on stand-by, stand-by pay and expectations would apply

C. Training Pay

\$50 per day will be paid to association members who teach, train or evaluate for a minimum of one hour per day, with at least one Goodyear Police employee in attendance. Attendance rosters may be required.

Specialty assignments and limits will be determined by the Chief of Police with input from the association.

Year 1 FY26: Assignment Pay maximum is \$5.00 with a maximum of two (2) Specialty Pays.

ASSIGNMENT PAY	AMOUNT
*First Specialty Pay	\$3.00 per hour
*Second Specialty Pay	\$2.00 per hour
Mobile Field Force	\$1.50
Training Pay	\$50.00 per day

**Specialty Pay categories will be defined in the Police Department Policy*

Year 2 FY27: Assignment Pay maximum is \$7.00 with a maximum of three (3) Specialty Pays.

ASSIGNMENT PAY	AMOUNT
*First Specialty Pay	\$3.00 per hour
*Second Specialty Pay	\$2.00 per hour
*Third Specialty Pay	\$2.00 per hour
Mobile field force	\$1.50 per hour
Training Pay	\$50.00 per day

**Specialty Pay categories will be defined in the Police Department Policy.*

D. Stand by Pay

When officers are scheduled for Standby and expected to abide by Standby rules as defined by departmental/city Policy, they will receive Standby Pay of \$3.00 per hour in FY2026 and \$4.00 in FY2027.

To simplify payroll processing, rather than being paid strictly hourly, stand-by time will be compensated at a flat rate (regardless of being called out) based on the day:

Year 1 FY26: On a workday, employees will be paid for 14 hours of stand-by at \$3.00/hour, totaling \$42.00. On a non-workday, employees will be paid for 24 hours of stand-by at \$3.00/hour, totaling \$72.00.

Year 2 FY27: On a workday, employees will be paid for 14 hours of stand-by at \$4.00/hour, totaling \$56.00. On a non-workday, employees will be paid for 24 hours of stand-by at \$4.00/hour, totaling \$96.00.

Section 8-8. Longevity Pay

- A. The completed years of service will be measured as of December 1st. Longevity pay is considered an element of base pay in regards to the FLSA, any overtime implications will be calculated using hours worked beginning on November 1 and ending on October 31.

Years of Service (Completed by Dec. 1)	Dollar Amount
6 – 7 years	\$750.00
8 – 9 years	\$900.00
10 – 12 years	\$1,250.00
13 – 14 years	\$1,500.00
15 – 17 years	\$1,750.00
18 – 19 years	\$2,000.00
20+ years	\$2,400.00

- B. A member 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 8-9. Shift Differential

- A. Shift differential shall be paid to eligible members for scheduled hours actually worked on an assigned second or third shift of eight (8) hours or more. Shift differential is added to the members 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:

Year 1 FY26:

Shift	Differential Amount
1 st Shift	N/A
2 nd Shift	\$0.50
3 rd Shift	\$0.75
4 th Shift	\$2.00

Year 2 FY27:

Shift	Differential Amount
1 st Shift	N/A
2 nd Shift	\$0.75
3 rd Shift	\$1.25
4 th Shift	\$3.00

- B. Pay will be adjusted for a member only after a member 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.

Section 8-10. 1.75 Rate of Pay

A. Mandatory Coverage Pay

Mandatory Coverage pay will be paid at one and three quarters (1.75) times the base rate of pay for hours worked to employees who are covering positions where minimum staffing is required and their attendance meets or helps meet the staffing requirements. This coverage also includes when an employee is requested to hold-over from their normal shift to meet minimum staffing levels of the next on-coming shift, but only for the hours outside of their normal work schedule. The rate of 1.75 also applies to coverage of mandatory positions that must be filled (i.e. City Hall Officer, Prisoner Transport detail).

B. Special Event Pay (City Events) Pay

Special Event Pay will be paid at one and three quarters (1.75) times the base rate of pay for hours worked for all City Events where coverage is required outside of an employee's normal work schedule, regardless of whether the coverage is voluntary or forced.

Section 8-11. Uniform Allowance

- A. Sworn Police members will be paid a uniform allowance of \$625 four (4) times a year.

Section 8-12. Holiday Scheduling

ARTICLE 9: Benefits

Section 9-1. 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. Expenses above the allotted \$15,000, may be approved by City Manager.

Section 9-2. Vacation Cash-In

- A. Employees shall be allowed to cash in up to forty (40) hours of accrued vacation leave, one (1) 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 9-3. 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. Full-time employees accrue vacation leave based upon years of credited full-time service with eligible Arizona government retirement systems (i.e., ASRS, PSPRS, city of Phoenix, city of Tucson) and out of state peace officer certification.

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

- C. Regardless of years of service, the maximum carryover of vacation at the end of the calendar year is 360 hours. Hours over the maximum at the end of the calendar year will be lost unless the City Manager provides written authorization that the employee can exceed their maximum vacation carry over.

Section 9-4. DROP Alternative Contribution

- A. Members that are Tier 1 members of the Public Safety Personnel Retirement System (PSPRS), who enter the Deferred Retirement Option Plan (DROP), will be eligible for an additional benefit. Upon the members acceptance by the local board and PSPRS to the DROP program, the city will contribute seven and one-half percent (7.5%) per pay period to the member's 457 account not exceed the statutory limits of the plan set forth each year by the IRS. Contributions made as required by this MOU are subject to the normal distribution requirements of the plan. The contributions made into the plan are contributed tax deferred until distribution of the funds occurs. Upon distribution the funds become taxable to the member. If for any reason a member terminates participation in DROP, this benefit shall cease.

ARTICLE 10: Term of Memorandum

A. This Memorandum shall remain in full force and effect beginning July 1, 2025 through June 30, 2027.

IN WITNESS WHEREOF, the parties have set their hand this _____ day of _____ 2025.

CITY OF GOODYEAR

By:

Wynette Reed, City Manager

Roric Massey, City Attorney

Vicki Lackey, Deputy Human Resources
Deputy Director
Lead Negotiator

Justin Fair, Deputy City Manager
Negotiation Team Member

Chip Kirk, Deputy Chief of Police
Negotiation Team Member

Shealyn Becker, HR Business Partner II
Negotiation Team Member

Jennifer Calovini
Negotiation Team Member

ATTEST:

Jasmine Pernicano, City Clerk

GOODYEAR POLICE OFFICERS
ASSOCIATION (GYPOA)

By:

Marcus Patterson
Lead Negotiator

Caroline Petrie
Representative

Zack Rapaich
Representative

Steve Harsha
Representative

Jason Brennan
Representative

Matt Ross
Representative

APPENDIX A

Wage Tables

Sworn Police MOU- FY2026 and FY2027

Grade and Step Table - Effective June 22, 2025

Sworn Police		Steps						
Position	Grade	1	2	3	4	5	6	7
Police Recruit	751	74,179.79						
		35.6634						
Police Officer	752	77,888.78	81,783.22	85,872.38	90,166.00	94,674.30	99,408.02	104,378.42
		37.4465	39.3189	41.2848	43.3490	45.5165	47.7923	50.1819
Police Sergeant	754	118,446.33	124,368.64	130,587.08	137,116.43			
		56.9454	59.7926	62.7822	65.9214			

10% increase

Grade and Step Table - Effective June 21, 2026

Sworn Police		Steps						
Position	Grade	1	2	3	4	5	6	7
Police Recruit	751	77,146.98						
		37.0899						
Police Officer	752	81,004.33	85,054.55	89,307.28	93,772.64	98,461.27	103,384.34	108,553.55
		38.9444	40.8916	42.9362	45.0830	47.3372	49.7040	52.1892
Police Sergeant	754	123,184.18	129,343.39	135,810.56	142,601.09			
		59.2232	62.1843	65.2935	68.5582			

4% increase to each step