

RESOLUTION R22-12-32

A RESOLUTION OF THE MAYOR AND COUNCIL OF THE CITY OF EL MIRAGE, ARIZONA AMENDING THE MEMORANDUM OF UNDERSTANDING JULY 1, 2021 – JUNE 30, 2025, BETWEEN THE CITY OF EL MIRAGE AND THE EL MIRAGE POLICE EMPLOYEE ASSOCIATION (EMPEA)

WHEREAS the City of El Mirage (“City”) and the El Mirage Police Employees Association (“EMPEA”) through their designated representatives have met in good faith to discuss ways to increase recruitment; and

WHEREAS the Memorandum of Understanding MOU (July 1, 2021 – June 30, 2025) between the City of El Mirage and the El Mirage Police Employee Association (EMPEA), limited the City’s ability to place lateral police officers higher than step six (6) on the wage scale; and

WHEREAS the Addendum to the 2017 MOU signed on March 20, 2018, between the City of El Mirage and the El Mirage Police Employee Association (EMPEA), limited the City’s ability to place lateral police officers higher than step three (3) on the wage scale; and

WHEREA, the City and EMPEA agree that removing the step restriction will allow the City to recruit experienced Officers; and

WHEREAS City agrees to place current EMPEA employees affected by the step restriction on the appropriate step based on the employee’s years of in-kind full time commissioned law enforcement experience,

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of El Mirage:

Section 1. That the Memorandum of Understanding July 1, 2021 – June 30, 2025, between the City and EMPEA is amended as attached hereto as Exhibit A.

Section 2. The side Letter of Agreement attached hereto as Exhibit B is approved and adopted.

APPROVED AND ADOPTED by the City Council this 6th day of December 2022.

Alexis A. Hermosillo, Mayor

ATTEST:

APPROVED AS TO FORM:

Sharon Antes, City Clerk

Justin Pierce, City Attorney

EXHIBIT A
RESOLUTION R22-12-32

ADDENDUM
EL MIRAGE POLICE EMPLOYEES' ASSOCIATION
MEMORANDUM OF UNDERSTANDING

This Addendum to the El Mirage Police Employees Association (EMPEA) Memorandum of Understanding (MOU) dated July 1, 2021, is made and entered into this _____ day of _____, 2022, by and between the City of El Mirage, an Arizona municipal corporation (City), and the El Mirage Police Employees' Association (EMPEA).

RECITALS

WHEREAS the City and the EMPEA entered a Memorandum of Understanding (MOU) effective July 1, 2021, setting forth the terms and conditions under which the parties would operate regarding the employment of members of the EMPEA in the El Mirage Police Department; and

WHEREAS the City and the EMPEA, through their designated representatives, have met and conferred in good faith to reach an agreement approving the continuation of the 2021 MOU subject to certain changes.

ADDENDUM

NOW, THEREFORE, the City and the EMPEA agree the 2021 MOU is amended as follows:

Article 3: WAGES, Section 1 (f) is replaced with the following:

f) Police Officer - Lateral: Employees will be placed on the appropriate step, based on prior years of in-kind, full-time commissioned law enforcement service.

IN WITNESS WHEREOF the parties have set their hand this ___ day of _____, 2022.

CITY OF EL MIRAGE:

EL MIRAGE POLICE EMPLOYEE
ASSOCIATION:

BY: J. Crystal Dyches, City Manager

BY: Doug Jones, EMPEA President

ATTEST:

APPROVED AS TO FORM:

Sharon Antes, City Clerk

Justin Pierce, City Attorney

EXHIBIT B
RESOLUTION R22-11-25

SIDE LETTER AGREEMENT
BETWEEN THE CITY OF EL MIRAGE
AND THE EL MIRAGE POLICE EMPLOYEES' ASSOCIATION

The Memorandum of Understanding MOU (July 1, 2021 – June 30, 2025) between the City of El Mirage (City) and the El Mirage Police Employee Association (EMPEA), limited the City's ability to place lateral police officers higher than step six (6) on the wage scale. An Addendum to the 2017 MOU signed on March 20, 2018, between the City of El Mirage and the El Mirage Police Employee Association (EMPEA), limited the City's ability to place lateral police officers higher than step three (3) on the wage scale.

EMPEA agrees that the City will be allowed to place lateral employees covered under the MOU, on the appropriate step within the wage scale based on prior years of in-kind full-time commissioned law enforcement experience.

Recognizing that some current employees were affected by this restriction, effective the first full pay period in December 2022, the City agrees to place affected Lateral Officers on the step that aligns with prior years of in-kind full-time commissioned law enforcement service.

IN WITNESS WHEREOF, the parties have set their hand this ___day of _____, 2022.

CITY OF EL MIRAGE:

EL MIRAGE POLICE EMPLOYEE
ASSOCIATION:

BY: J. Crystal Dyches, City Manager

BY: Doug Jones, EMPEA President

ATTEST:

APPROVED AS TO FORM:

Sharon Antes, City Clerk

Justin Pierce, City Attorney