

RESOLUTION R23-05-14

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.

WHEREAS the City of El Mirage (City) would like to amend the Memorandum of Understanding (MOU) between the City and El Mirage Police Employee Association (EMPEA); and

WHEREAS in 2022 the MOU (July 1, 2021 - June 30, 2025) between the City and EMPEA was amended by Resolution R22-12-32 and amended Article 3: WAGES, Section 1 (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.

NOW, THEREFORE, BE IT RESOLVED by the City Council:

Section 1: That the MOU July 1, 2021 - June 30, 2025, between the City and EMPEA is amended as attached hereto as Exhibit A.

Section 2: That the Side Letter of Agreement attached hereto as Exhibit B is approved and adopted.

APPROVED AND ADOPTED by the City Council this 16 day of May 2023.

Alexis A. Hermosillo, Mayor

ATTEST

APPROVED AS TO FORM:

Sharon Antes, City Clerk

Justin Pierce, City Attorney

**EXHIBIT A
RESOLUTION R23-05-14**

**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 16th day of May 2023 by and between the City of El Mirage (City), and EMPEA.

RECITALS

WHEREAS the City would like to amend the MOU between the City and EMPEA; and

ADDENDUM

NOW, THEREFORE. the City and the EMPEA agree the 2021 MOU is amended as follows:
APPENDIX 1: Step pay plan for Police Officers and Police Sergeants, beginning the fiscal year 2023-2024.

Police Officer

Pay Step	Hourly Rate
Probationary	\$29.60
1	\$31.08
2	\$32.63
3	\$34.27
4	\$35.98
5	\$37.78
6	\$39.67
7	\$41.65
8	\$43.73

Police Sergeant

Pay Step	Hourly Rate
Probationary	\$45.92
1	\$48.21
2	\$50.63
3	\$53.16
4	\$55.81

IN WITNESS WHEREOF the parties have set their hand this 16th day of May 2023.

CITY OF EL MIRAGE:

EL MIRAGE POLICE EMPLOYEE ASSOCIATION:

BY: J. Crystal Dyches, City Manager


Doug Jones (Apr 27, 2023 15:55 PDT)

BY: Doug Jones, EMPEA President

ATTEST

APPROVED AS TO FORM:

Sharon Antes, City Clerk

Justin Pierce, City Attorney

**EXHIBIT B
RESOLUTION R23-05-14**

**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 Employees Association (EMPEA), Appendix 1: Police Officer and Police Sergeant pay rates were identified in the City's 2022 compensation study as being misaligned with the comparator markets with which the City competes for talent.

To align Police Officer and Police Sergeant pay rates with the comparator market(s), EMPEA agrees that the City will be allowed to replace the current step plan for sworn Police Officers and Police Sergeants in Appendix 1 of the current MOU, with the following step plans, beginning in the fiscal year 2023-2024.

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