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COMPOSED OF	Police Supervisory/Professional Employees
PERIOD IN FORCE	FY 2026-2028
SALARY PLAN(S)	011
WAGE / SALARY CHANGE FROM 2026-2027	2% base wage increase. Non-continuous payment of $500 to all full-time Unit 6 employees paid on July 24, 2026. Non-continuous payment of 1% base wage to all full-time Unit 6 employees paid on August 21, 2026.
WAGE / SALARY CHANGE FROM 2027-2028	.5% base wage increase. Non-continuous payment of 1.5% of base wage to all full-time Unit 6 employees paid on August 20, 2027.
STEP PROGRESSION	1 year between steps Part-time employees (excluding seasonal and temporary employees) may be considered for advancement to the next step and each subsequent step in a grade after working 2,080 hours at each step. (Pay Ord. 11e)
WORKWEEK	Hourly (Non-Exempt): 4 or 5 days; 40 -hr week Salaried (Exempt): Time required to accomplish work (A.R. 2.21) (A.R. 2.14)
SUMMER HOURS	---------- NOT APPLICABLE ----------

PAY

BILINGUAL / LINGUISTICS PAY	A Unit 6 member who meets "linguistic skills" qualifications, as determined by a management review panel, or in the case of sign language determined by presenting certification recognized by the Arizona Commission for the Deaf and Hard of Hearing (ACDHH), shall be paid a premium of ten dollars per hour calculated to the nearest one-quarter hour, in addition to his/her base hourly rate, for each hour he/she is engaged in assigned and authorized interpretation and/or translation activities. (Art. 3)
CALL OUT (CALL BACK)	Hourly (Non-Exempt): 3 hrs @ 1½ x regular rate plus 30-min travel time, or until employee returns home, whichever is first. (Art. 3) Salaried (Exempt): Not Applicable (A.R. 2.21)
CAR INSURANCE ALLOWANCE	---------- NOT APPLICABLE ----------
COMMERCIAL DRIVER LICENSE (CDL) SECONDARY PAY	---------- NOT APPLICABLE ----------
COMMUNICATIONS ALLOWANCE	---------- NOT APPLICABLE ----------
COMPENSATORY TIME MAXIMUM ACCRUAL	300 hrs (Art. 3) Salaried (Exempt): Not Applicable (A.R. 2.21)
COMPENSATORY TIME SELL BACK	A Unit 6 member may be paid for accumulated compensatory time by submitting a request to the Fiscal Management Bureau requesting payment for any portion of the compensatory time. This may be done at any time upon the Unit 6 member's request, and the Fiscal Management Bureau will make such payment in the pay period following receipt of the memorandum. (Art. 3)
MILEAGE ALLOWANCE	The City pays standard mileage at the rate issued by the Internal Revenue Service. Effective 1/1/2026, the rate is 72.5 cents per mile. (A.R. 2.94)
OUT-OF-CLASS	---------- NOT APPLICABLE ----------
OVERTIME	Hourly (Non-Exempt): 1½ x regular rate for over 8 hrs/shift or 10 hrs/shift if on 4-10s, or time assigned and worked beyond a Unit 6 member's regularly scheduled work shift if an alternative work schedule is implemented. Salaried (Exempt): Not Applicable (Art. 3) (A.R. 2.21)
PERFORMANCE-BASED AWARD PROGRAM	---------- NOT APPLICABLE ----------

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PESTICIDE APPLICATION	---------- NOT APPLICABLE ----------
PREMIUM PAY	If a unit member's normal duty hours are changed with less than 7 days' notice, then the unit member is entitled to premium pay. If a unit member's normal "N" days are changed, then the unit member is entitled to premium pay. "Premium Pay" is calculated as follows: • For a unit member assigned to a 5/8's schedule: • A change in normal duty hours: 2.5 hours at their base hourly rate of pay. • One "N" day change: 4 hours at their regular rate of pay. • Two "N" days changed: 20 hours at their regular rate of pay. • For a unit member assigned to a 4/10's schedule: • A change in normal duty hours: 2.5 hours at their base hourly rate of pay. • One "N" day change: 5 hours at their regular rate of pay. • Two "N" days changed: 10 hours at their regular rate of pay. • Three "N" days changed: 20 hours at their regular rate of pay. Subject to the discretion of the Chief, or designee, official mobilization as defined in Operations Order 9.1 is exempt from this section. A Sergeant who transfers at their request or who requests a change in work schedules, will not receive premium pay since the request is not a department directed change. This section does not apply to the 30 hour or more block of annual module training. A Sergeant is not eligible to receive both premium pay and overtime for the same hours.
PRODUCTIVITY ENHANCEMENT PAY	Qualify: 7 yrs continuous service. Performance meets job requirements $80 for each yr in excess of 5 yrs up to 19th yr. Annual max = $2,240 Employees with 20 yrs or more of service receive an annual max of $4,000 Pro-rated and paid bi-weekly in regular paycheck Qualify November 23, 2026, June 7, 2027, November 22, 2027, June 5, 2028 (Art. 3)
SHIFT DIFFERENTIAL	Hourly (Non-Exempt) $2.00/hr in addition to base hourly rate when working night shift or any portion thereof that ends at or after 10:00 p.m. $1.00/hr in addition to base hourly rate plus an other shift differential/premium pay received for working a designated weekend shift that starts on or after 2:00 pm Friday through 11:59 pm Sunday. Salaried (Exempt): Not applicable (Art. 3) (AR 2.21)
SHOW-UP	---------- NOT APPLICABLE ----------
SICK LEAVE SELL-BACK FOR PUBLIC SAFETY	A Unit 6 member who has accrued 1,286 hours or more of unused sick leave may elect to have 150 hours of sick leave paid out at the member's hourly rate in one lump sum. A Unit 6 member may only elect to exercise this benefit 3 times in their career, and not more than 1 time in a fiscal year. Eligible employees may elect to buy back their hours between July 1 and the last pay period in January each fiscal year. These payments are not considered Final Average salary for purposes of pension calculations. (Art. 3) (A.R. 2.44)
STANDBY	Sergeants: Workday - 1.25 hours at step 6 Non-workday - 2 hours at step 6 Lieutenants: Workday - 1 hour at step 4 Non-workday - 2 hours at step 4 STANDBY FOR COURT 2 hrs at 1½ x base hourly rate if not notified 12 hours or more in advance An additional one hour of pay at 1½ x base hourly rate if required to reman on standby after 12:00 p.m. (noon) (Art. 3) (A.R. 2.21)
TOOL ALLOWANCE	---------- NOT APPLICABLE ----------
TRAINING PAY (POLICE)	Sergeants who supervise a Field Training Officer (FTO) squad or Sergeants in Training (SIT) will receive 5% additional pay while assigned. (Art. 3)

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TRANSPORTATION ALLOWANCE	---------- NOT APPLICABLE ----------
UNIFORMS / CLOTHING ALLOWANCE	$525 annual allowance; one-time allowance and annual maintenance for designated assignments. (Art. 5) (A.R. 2.26)
VACATION SELL-BACK	May be paid up to 40 hrs of accumulated vacation twice per year for an annual max of 80 hours after accumulation of min 175 hrs of vacation leave, contingent on use of a min of 40 hrs of vacation/comp time during the same calendar year. (Art. 5) (Pay Ord. 15k) Employee may convert comp time to cash twice per year.
VACATION SELL-BACK FOR PUBLIC SAFETY	May elect to have 150 hrs paid out in a lump sum or converted into their comp bank after accumulations of min 312 hrs of vacation leave. Any Unit 6 member may only elect to exercise this benefit 4 times in their career, and not more than one time in a fiscal year. Eligible employees may elect to buy back their hours between July 1 and the last pay period in January each fiscal year. This payment is not considered Final Average salary for purposes of pension calculations. (Art. 5)

LEAVE OF ABSENCE

BEREAVEMENT LEAVE	Up to 3 days for death of immediate family member with additional time for air travel if out-of-state. (Personnel Rule 15h)
EDUCATION LEAVE	Hourly (Non-Exempt): 10 hours per year Salaried (Exempt): 1.25 days (based on 8-hr days). (Art. 5) (A.R. 2.51)
FAMILY MEDICAL LEAVE ACT RIGHTS	FMLA: Up to 12 weeks for the birth/adoption of a child, to take care of a seriously ill immediate family member, the employee's own serious health condition, or specified reasons related to certain military deployments and/or exigencies. (A.R. 2.143)
PAID PARENTAL LEAVE PROGRAM	PAID PARENTAL: Provides up to 480 hours of paid parental leave to employees (240 hours for part-time/job-share employees) during the 12 month period immediately following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care. This policy will run concurrently with FMLA leave as applicable. (A.R. 2.146)
HOLIDAYS	13½ legal holidays. The Christmas Eve half-day holiday is granted only when December 24 falls on the employee's regularly scheduled workday. In the case of continuous or 7-day operations, holidays shall be observed only on the calendar days on which they fall. (Art. 5) (A.R. 2.11).
JURY DUTY	No loss of regular pay – may keep jury pay. (Art. 3) (A.R. 2.24)
MILITARY TRAINING	An employee shall be granted time off for up to 240 hours/30 workdays/shifts in any two consecutive federal fiscal years. (A.R. 2.39)
PERSONAL LEAVE	24 hours personal leave (Art. 5) (A.R. 2.11)
SICK LEAVE	Accrues 10 hours per month, unlimited accrual. (Personnel Rule 15c)
Also see "SICK LEAVE PAYOUT AT RETIREMENT" in the Retirement Section below.	Upon the in-line-of-duty death or death resulting from an in-line-of-duty injury of a City employee, the City will pay the full cash value of accrued sick leave existing at the time of the employee's death. (Pay Ord. 18i)
EARNED PAID SICK TIME	Employees are entitled to accrue and use up to 40 hours per year of Earned Paid Sick Time. (A.R. 2.30(A)) (A.R.S. 23-373) (Personnel Rule 15d)

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VACATION (in days)

Service	Monthly Accrual	Maximum Carryover	Maximum Payout
0-5 yrs	8	232	280
6-10 yrs	10	280	340
11-15 yrs	11	304	370
16-20 yrs	13	352	430
21+ yrs	15	400	490

This table reflects AR 2.18.

VACATION FOR PART-TIME EMPLOYEES ---------- NOT APPLICABLE ----------

VACATION DONATIONS TO UNIT LEAVE BANK — Each Unit 6 member may complete a form to voluntarily donate vacation leave time for a specified number of hours, not to exceed 100 hours per fiscal year. These forms will be processed on the second paycheck in July and will continue each subsequent year on the second paycheck in July, unless revoked by the unit member. (Art. 5)

VACATION RECALL — Employees recalled from out-of-state vacation may be reimbursed for necessary and provable transportation expenses as determined by the Police Chief. (Art. 5)

VOTING TIME OFF — Maximum time allowable is time necessary to provide three consecutive hours between opening of polls and start of work or end of work and closing of polls, as required by State law. Must be requested in writing to supervisor three days prior. (A.R. 2.17)

LEAVE USAGE

DEPENDENT CARE — Employees may be approved to use accumulated vacation, compensatory time, or unpaid leave for additional time off required to attend to an immediate family member. (A.R. 2.30 (A))

EMERGENCY FAMILY CARE — Up to 5 days or 40 hours of sick leave may be authorized per incident when an immediate family member is experiencing a life threatening illness or a life threatening injury. (A.R. 2.30 (A)) (Personnel Rule 15c2B)

FAMILY LEAVE MANAGEMENT — Employees shall be limited to a maximum of 7 incidents per calendar year for the combination of Dependent, Emergency, and Non-Emergency Family Care without the leave being considered a negative factor (unless the leave qualifies as FMLA leave). (A.R. 2.30 (A))

NON-EMERGENCY CARE — Up to 10 hours per year of accumulated sick leave in at least one hour increments for no-emergency home care or medical treatment for an immediate family member residing in the employee's household. (Art. 5)

BENEFITS - HEALTH

BEHAVIORAL / MENTAL HEALTH CARE COVERAGE — Provided under one of the three medical insurance plans:
- Banner/Aetna HMO (855) 220-6506
- Blue Cross Blue Shield PPO (602) 864-4857
- Blue Cross Blue Shield Saver's Choice Plan – (602) 864-4857

DENTAL INSURANCE — Employees may enroll in one of three Cigna dental plans: Dental PPO, Dental PPO Plus, or Dental HMO. The City pays 100% of full-time employee premium and 75% of the family premium for Cigna PPO and Cigna HMO Dental. The City pays 77% of full-time employee premium and 58% of the family premium for Cigna Dental PPO Plus. (800) 244-6224.

FLEXIBLE SPENDING ACCOUNT — Flexible Spending Accounts allow enrolled employees to pay for qualified health care and child care expenses with pre-tax dollars up to the I.R.S. allowed limits. For more information visit www.phoenix.gov/benefits

MEDICAL INSURANCE PLAN CONTRIBUTIONS ACTIVE EMPLOYEES — 80% of the premium is paid by the City. The plan year runs January through December. Medical plan choices will include an HMO, a PPO, and a High Deductible Health Plan (HDHP) with a Health Savings Account.

PRESCRIPTION DRUGS — MedImpact provides prescription drug coverage for all three (3) medical plans. Offers both retail and mail order services. For more information visit www.phoenix.gov/benefits.

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INSURANCE FOR PART-TIME EMPLOYEES	Hourly paid members who have average a minimum of thirty (30) hours weekly in a calendar year shall be entitled to the same benefits as received by regular full-time Unit members. Members that meet these requirements shall be eligible for participation in the City's Health, Life, and Dental insurance programs. The City's premium participation will be the same as that provided for full-time employees. Continuation of participation under these plans will be determined by reviewing the average hours worked in the prior 12-month period every calendar year on October 1. This qualifying period will be determined for the following benefit year effective January 1. If the employee separates from City employment, the participation will cease.
VISION PLAN ACTIVE EMPLOYEES	A core vision plan is available to employees and dependents enrolled in a City sponsored medical plan. The City's supplemental vision plan is the buy-up option offered through Davis Vision by MetLife. For more information visit www.phoenix.gov/benefits
WELLNESS PROGRAM	Provides education, support and incentives to encourage employees to take responsibility for their own health and well-being. A major goal of the program is to make the work environment more supportive of positive health behaviors of employees and thereby reduce their risk of developing chronic diseases. Ongoing key aspects include: early identification and management of health risks, focusing on the top aggregate health risks identified by Health Risk Assessments each year and support of emotional, physical and financial well-being. Earn up to $40/$60 per month by completing annual wellness incentive requirements. For more information visit www.phoenix.gov/benefits
BENEFITS - FINANCIAL	
DEFERRED COMPENSATION PLAN - 457	Retirement Savings Plan that provides employees the option to defer pre-tax money into a variety of investment options. This program is designed to supplement income at retirement. Defer the lesser of 100% of includable income up to an annual maximum as determine by the I.R.S. Contact Nationwide Retirement Solutions at phoenixdcp.com or (602) 266-2733, or call the Benefits Office at (602) 262-4777. (Art. 3)
DEFINED CONTRIBUTION PLAN - 401(a)	The City will contribute 1.5% of base annual salary to the 401 (a) Defined Contribution Plan under the Phoenix Employees' Deferred Compensation Program for those employees designated as sworn Police Supervisory and Professional for each fiscal year.
BENEFITS - INSURANCE	
COMMUTER LIFE INSURANCE	City provides coverage for employees while commuting directly between home and job location. Employees have a $200,000 death benefit and a reduced dismemberment benefit if the accident occurs within two hours of leaving home or work and while following their typical route to home or work. Year-round part-time employees (excluding seasonal and temporary) may qualify for this benefit. Refer to the life insurance certificates online for details at www.phoenix.gov/hr/benefits (A.R. 2.451)
INDUSTRIAL INSURANCE	Industrial benefits pays 2/3 of base wage up to the average monthly wage as determined by the Industrial Commission. A certified regular, full-time employee who is disabled and absent from work as the result of an accepted industrial injury or occupational disease, shall be kept on the City payroll and be paid an amount equal to but, not to exceed, the regular, net take-home pay at the current rate of pay for up to one year total, per injury. (A.R. 2.32)
LIFE INSURANCE	1 times base salary. Accidental death and dismemberment - payable when a death or covered accident occurs in the course of performing job duties. Employee covered at $100,000.
ADDITIONAL LIFE INSURANCE	An employee can add to their Basic Life coverage by purchasing Optional Term Life Insurance. This coverage is provided at group rates for the employee, spouse or qualified domestic partner, and/or children. The employee pays 100% of the group premium with after-tax earnings through payroll deduction.
LEGAL INSURANCE	Two Legal Services Plans to choose from that provide employees and their eligible dependents access to legal advice, document review and preparation, and legal representation at no or reduced cost through an ARAG network attorney. For more information contact an ARAG customer care specialist at (800) 247-4184, 7 a.m. to 7 p.m. Central time, M - F or visit the ARAG website: www.ARAGLegalCenter.com.

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LONG-TERM DISABILITY	Eligible employees may apply for long term disability benefits when unable to work due to medical disability. If approved, 66 2/3% of base wage is paid after 90 continuous days of absence due to the medical disability. Employees with less than 3 years and 1 day of City service may receive a maximum of 30 months of LTD benefits. Other employees may receive LTD benefits to age 75 if warranted. Long-term disability benefit payments do not begin until all forms of paid leave (vacation, sick leave, and compensatory time) are exhausted. Coverage is available after 12 month of continuous employment. (A.R. 2.323)
UNEMPLOYMENT INSURANCE	When unemployment is beyond the control of the employee, the terminated individual is entitled to apply for benefits from the Arizona Department of Economic Security.
BENEFITS - MISCELLANEOUS	
BUS / LIGHT RAIL CARD	Free (100% subsidized) bus/light rail card (Platinum Pass) available to all active part-time and full-time employees. Contact Human Resources Connection Center (HRCC) (602) 495-5700.
ELDER CARE	Provides employees, retirees, and their household members with an important, free service to help with the problems of aging parents and other family members. Call ComPsych at (602) 534-5433.
EMERGENCY RIDE HOME PROGRAM	A carpool, vanpool, bike or bus rider that needs an emergency ride home, will contact Human Resources Connection Center (HRCC) (602) 495-5700. HRCC staff will place a call on the rider's behalf, and the driver will contact the rider upon arrival.
EMPLOYEE ASSISTANCE PROGRAM (EAP)	Professional, confidential counseling services are available to employees and their immediate household members to assist with personal issues, work-related problems, and eldercare concerns. For information about EAP counseling services or to schedule an appointment, call the contracted EAP provider (ComPsych) at (602) 534-5433. Supervisors who want to consult with the EAP about an employee's work performance issues or have questions
TRAINING/EDUCATION	
TRAINING	Entry and periodic job-related training as required. Other special training available based on supervisor's recommendation (see City of Phoenix University Catalog).
TUITION REIMBURSEMENT Textbooks and Lab Fees	Maximum reimbursable for tuition in a fiscal year is $6,500. (A.R. 2.51) Full-time employees who are eligible for tuition reimbursement are eligible for reimbursement of up to $175 of the tuition reimbursement benefit for required books and lab fees. (A.R. 2.51)
(Seminar / Workshop / Professional Membership Reimbursement)	Up to $800 of the tuition fund may be used for job-related seminars, workshops, and professional memberships. Employee can carry over unused Employee Development Fund balance, not to exceed $,1600, across a two year period. (Art. 5) (Pay Ord. 14.m.3)

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RETIREMENT

FINAL AVERAGE COMPENSATION (VACATION LEAVE SNAPSHOT)	---------- NOT APPLICABLE ----------
FINAL AVERAGE SALARY (SICK LEAVE SNAPSHOT)	---------- NOT APPLICABLE ----------
MEDICAL EXPENSE REIMBURSEMENT PLAN (MERP)	Employees who were eligible to retire in 15 years or less on August 1, 2007, are eligible for MERP benefits upon retirement from the City. Basic MERP provides the retiree with a monthly check (up to $202 based on years of service or unit) whether or not the retiree enrolls in City medical coverage. A supplemental MERP amount is added to the Basic MERP by $10 to $50 for retirees whose gross annual pension amount is less than $25,000. Questions regarding MERP should be directed to the Benefits Office at (602) 262-4777. (A.R. 2.42)
POST EMPLOYMENT HEALTH PLAN (PEHP)	The City's PEHP is a tax-exempt trust authorized by Internal Revenue Code Section 501(c)(9) and is a 100% employer-paid benefit. Program provides employees or employee spouses eligible to retire in more than 15 years from 8/1/07 (or who were hired on or after 8/1/07), who have a payroll deduction for City medical insurance coverage (single or family) with a PEHP account. The City deposits $150 per month into each eligible employee or employee spouse's PEHP account. This account is to be used by the employee when he/she retires or separates employment with the City for qualified medical expenses to include health insurance premiums. The administrator of the City's PEHP is Nationwide Retirement Solutions. Any questions regarding PEHP should be directed to Nationwide at (602) 266-2733 or toll-free at 1(800) 891-4749.
RETIREMENT PROGRAMS	Sworn public safety employees are covered by Arizona Public Safety Personnel Retirement System (PSPRS). For more information, please visit: www.psprs.com.
SICK LEAVE PAYOUT AT RETIREMENT	50% of base wage for all sick leave hours from 600 - 1,699. 80% of base wage for all sick leave hours from 1,700 to 1,999. 100% of base wage for all sick leave hours from 2,000 and above. (Art 3) (A.R. 2.44)

MISCELLANEOUS

CAREER CONSULTATION	Career consultation services available to City employees. For information call the Human Resources Department, Talent Acquisition Division at (602) 495-5703.
EMPLOYEE SUGGESTION PROGRAM	Cash up to $16,667 and other awards are given for suggestions that improve City operations and services by saving money, and/or increasing productivity, quality, employee morale, or safety. For information, call the Human Resources Department, HR Connection Center at (602) 495-5700 or visit https://employee.phoenix.gov/org-dev-learning/employee-suggestion-program (A.R. 2.27)
JOB INFORMATION	Jobs currently open for recruitment, job titles and descriptions, rates of pay, and benefits information are available at phoenix.gov/employment.
PARKING	Low-cost parking available to car-pools and van-pools in downtown area. Other spaces available on first-come, first-served basis with cost comparable to other similarly-located lots. Call the Ace Parking Office at (602) 534-

This Compensation and Benefits Reference Guide is meant to serve as a summary reference tool only. The language of the applicable documents noted below shall prevail regarding the subjects contained herein.

Applicable Documents

- **Administrative Regulations**
- **City Manager Letters**
- **Management Procedures**
- **Meet & Confer Ordinance**
- **Meet & Discuss Ordinance**
- **Pay Ordinance**
- **Pay Plan**
- **PERB Rules & Regulations**
- **Personnel Department Letters**
- **Personnel Rules**