

President Eads,

This side letter documents the understanding between the City and IAFF 4561 regarding the implementation of the updated salary schedule and its interaction with MUNIS.

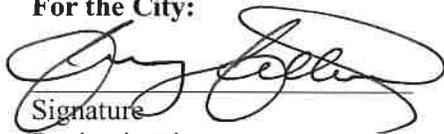
The pay plans in the MOU reflect annual salaries based on exact hourly rates, calculated to full precision. However, MUNIS accepts only four decimal places for hourly rates. This limitation can result in minor variances in annual pay when MUNIS computes salary using the truncated hourly rate. Based on this system limitation:

- The City will round hourly rates to the nearest ten-thousandth. This may result in some employees receiving exactly or slightly more than the annual salary listed in the MOU, with any increase not exceeding \$0.22 annually.
- If rounding results in an employee receiving less than the annual salary agreed to in the MOU, the City will adjust the hourly rate upward by \$0.0001. This may result in a small increase above the MOU salary amount, not to exceed \$0.41 annually.

This rounding adjustment of \$0.0001 to the hourly rate is necessary to align with system limitations and constitutes a de minimis fiscal impact that does not materially alter the terms of the MOU. These steps are acknowledged by both the City and IAFF 4561 as a practical resolution to a technical system limitation. The appendix to this side letter reflects pay tables with these agreed upon adjustments.

Accepted and Agreed:

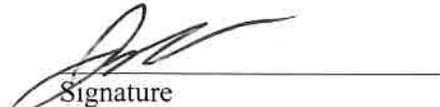
For the City:



Signature
Benjamin Bitter
City Manager, City of Maricopa, Arizona

Date: 8/11/25

For IAFF 4561:



Signature
Joshua Eads
President, IAFF 4561

Date: 8-11-25

Appendix: Pay Charts

Firefighters		
Step	Hourly Rate	Annual Salary
01	20.3297	59,200.18
02	20.9905	61,124.44
03	21.6726	63,110.58
04	22.3771	65,162.24
05	23.1042	67,279.42
06	23.8551	69,466.02
07	24.6033	71,724.12
08	25.4309	74,054.76
09	26.2574	76,461.58
10	27.1107	78,946.40

Firefighter Paramedics		
Step	Hourly Rate	Annual Salary
01	23.4497	68,285.62
02	24.1105	70,209.88
03	24.7926	72,196.02
04	25.4970	74,247.16
05	26.2242	76,364.86
06	26.9751	78,551.46
07	27.7504	80,809.04
08	28.5509	83,140.20
09	29.3774	85,547.02
10	30.2307	88,031.84

Engineers		
Step	Hourly Rate	Annual Salary
01	26.5454	77,300.08
02	27.4081	79,812.46
03	28.2988	82,406.22
04	29.2186	85,084.48
05	30.1682	87,849.84
06	31.1487	90,704.90

Engineer Paramedics		
Step	Hourly Rate	Annual Salary
01	29.6654	86,385.52
02	30.5281	88,897.90
03	31.4188	91,491.66
04	32.3386	94,169.92
05	33.2882	96,935.28
06	34.2687	99,790.34

Captains		
Step	Hourly Rate	Annual Salary
01	31.4905	91,700.44
02	32.5138	94,680.30
03	33.5705	97,757.40
04	34.6616	100,934.60
05	35.7881	104,215.02
06	36.9513	107,602.30

Captain Paramedics		
Step	Hourly Rate	Annual Salary
01	34.6105	100,785.88
02	35.6338	103,765.74
03	36.6905	106,842.84
04	37.7816	110,020.04
05	38.9081	113,300.46
06	40.0713	116,687.74