



CITY OF TEMPE
REQUEST FOR COUNCIL ACTION

Council Meeting Date: 6/26/2014
Agenda Item: 5C13

ACTION: Adopt a resolution authorizing the Memorandum of Understanding between the Tempe Officers Association and the City of Tempe, effective July 1, 2014 to June 30, 2017. (Resolution No. R2014.101)

FISCAL IMPACT: This Memorandum of Understanding includes increases in compensation consistent with the 2014-2015 fiscal year budget provisions for increases in total personnel costs. The negotiated terms in this Memorandum of Understanding, when combined with other statutory and policy requirements, will result in a net total compensation increase of approximately \$831,000 for Tempe Officers Association Members.

RECOMMENDATION: Adopt Resolution No. R2014.101.

BACKGROUND INFORMATION: Authorized representatives of the City and the Tempe Officers Association met and conferred and have agreed to the terms of the Memorandum of Understanding to be effective for the period of July 1, 2014 – June 30, 2017. This Memorandum of Understanding provides for a Pay Step Plan for both Officers and Sergeants, and a market study in the second year of the Memorandum of Understanding to be used as the basis for negotiating a possible salary adjustment for year three of the agreement. Additionally, Retention Incentive Pay will become non-pensionable for eligible members because it will be paid out in a one-time per year lump sum instead of twice per year, and Retention Incentive Pay will be eliminated completely for members hired July 1, 2014 and after.

ATTACHMENTS: Resolution and Tempe Officers Association Memorandum of Understanding (July 1, 2014 – June 30, 2017)

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