



CITY OF TEMPE
REQUEST FOR COUNCIL ACTION

Council Meeting Date: 06/25/2015
Agenda Item: 5C11

ACTION: Adopt a resolution authorizing a Memorandum of Understanding between the United Arizona Employees Association and the City of Tempe, effective July 1, 2015 to June 30, 2017. (Resolution No. R2015.71)

FISCAL IMPACT: This Memorandum of Understanding includes increases in compensation consistent with the 2015-2016 fiscal year budget provisions for increases in total personnel costs. The negotiated terms in this Memorandum of Understanding, when combined with other statutory requirements, will result in a net recurring compensation increase of approximately \$1,087,500 and non-recurring bonuses of approximately \$1,102,700 for the United Arizona Employees Association members.

RECOMMENDATION: Adopt Resolution No. R2015.71.

BACKGROUND INFORMATION: Authorized representatives of the City and the United Arizona Employees Association (UAEA) met and conferred and have agreed to the terms of the Memorandum of Understanding to be effective for the period of July 1, 2015 to June 30, 2017 with a wage reopener for the second year of the agreement. This Memorandum of Understanding provides for a wage step increase of 3% for all members who have not reached the maximum of their current salary range, and for those who have reached their salary maximum, the remainder of the 3% will be in the form of a one-time bonus. Additionally unit members will receive a one-time bonus based on years of service as follows:

< 1 year of service	no bonus
1 – 3 years of service	\$300
4 – 9 years of service	\$800
10 - 14 years of service	\$1100
15 – 19 years of service	\$1500
20 – 24 years of service	\$1700
25+ years of service	\$2000

As the basis for negotiating a wage reopener for year two of this agreement, a market study will be conducted by Human Resources no later than December, 2015.

ATTACHMENTS: Resolution and United Arizona Employees Association Memorandum of Understanding (July 1, 2015 – June 30, 2017)

STAFF CONTACT(S): Renie Broderick, Internal Services Director, (480) 350-8407 and Jon O'Connor, Deputy Internal Services Director-Human Resources, (480) 350-8423

Department Director: Ken Jones, Deputy City Manager - CFO
Legal review by: Dave Park, Assistant City Attorney
Prepared by: Renie Broderick, Internal Services Director