



**CITY OF TEMPE
REQUEST FOR COUNCIL ACTION**

**Council Meeting Date: 06/09/2016
Agenda Item: 5C5**

ACTION: Adopt a resolution authorizing the Memorandum of Understanding between the United Arizona Employees Association and the City of Tempe, effective July 1, 2016 to June 30, 2021. (Resolution No. R2016.61)

FISCAL IMPACT: This Memorandum of Understanding includes increases in compensation consistent with the 2016-2021 long range budget forecast for increases in total personnel costs.

RECOMMENDATION: Adopt Resolution No. R2016.61

BACKGROUND INFORMATION: Authorized representatives of the City and the United Arizona Employees Association met and conferred and have agreed to the terms of the Memorandum of Understanding to be effective for the period of July 1, 2016 – June 30, 2021. This Memorandum of Understanding provides for salary steps for employees who have not reached the tops of their salary ranges – 3.25% in year 1; 3% in subsequent years, market study adjustment (75th percentile) to salary ranges in years 1, 3 and 5, one-time bonus payment of 2% in years 1, 3, 4 and 5; 2.25% in year 2 for employees at the tops of their pay ranges (bonus reduced by the value of partial salary steps received to reach the tops of the ranges), and a reopener at the request of either party for pay and benefits and/or working conditions by April 15, 2018 for FY 2018/2019.

ATTACHMENTS: Resolution and United Arizona Employees Association Memorandum of Understanding (July 1, 2016 – June 30, 2021)

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