



CITY OF TEMPE
TEMPE OFFICERS ASSOCIATION (TOA)
May 27, 2016
Addendum to
MEMORANDUM OF UNDERSTANDING
(MOU)
July 1, 2014 – June 30, 2017

This Addendum to the Memorandum of Understanding (MOU) is made and entered into between the City of Tempe, Arizona, hereinafter referred to as "City," and the Tempe Officers Association, hereinafter referred to as "Association," under the authority of Tempe City Code 2-400 et seq.

This addendum adds to the provisions of **Article 6 – Wages**

1. Salary – 2016-2017 Pay Plans are effective June 27, 2016 for July 15th pay check.

POLICE OFFICER'S 2014-2016 (CURRENT) PAY PLAN				POLICE OFFICER'S 2016-2017 PAY PLAN			
Milestone	Pay Step Increase	Annual Base Pay	Hourly Base Pay	Milestone	Pay Step Increase	Annual Base Pay	Hourly Base Pay
Date of Hire	Start	56,742	27.280	Date of Hire	Start	57,517	27.653
1 Year After Hired	0.57%	57,068	27.436	1 Year After Hired	0.57%	57,845	27.810
2 Years After Hired	3%	58,780	28.259	2 Years After Hired	3.00%	59,580	28.644
3 Years After Hired	3%	60,543	29.107	3 Years After Hired	3.00%	61,368	29.504
4 Years After Hired	3%	62,359	29.980	4 Years After Hired	3.00%	63,209	30.389
5 Years After Hired	3%	64,230	30.880	5 Years After Hired	3.00%	65,105	31.301
6 Years After Hired	3%	66,157	31.806	6 Years After Hired	3.00%	67,058	32.240
7 Years After Hired	3%	68,142	32.760	7 Years After Hired	3.00%	69,070	33.207
8 Years After Hired	3%	70,186	33.743	8 Years After Hired	3.00%	71,142	34.203
9 Years After Hired	3%	72,291	34.756	9 Years After Hired	3.00%	73,276	35.229
10 Years After Hired	3%	74,460	35.798	10 Years After Hired	3.00%	75,475	36.286
11 Years After Hired	3%	76,694	36.872	11 Years After Hired	3.00%	77,739	37.375

Officers who have reached the top step of the pay plan prior to July 1, 2016 will receive a one-time, non-pensionable 1.6% bonus.

SERGEANT'S 2015-2016 (CURRENT) PAY PLAN			SERGEANT'S 2016-2017 PAY PLAN			
Milestone	Pay Step Increase	Annual Base Pay	Milestone	Pay Step Increase	Annual Base Pay	Hourly Base Pay
Date of Promotion	Start	89,212	Date of Promotion	Start	90,130	43.332
1 Year After Promotion	3%	91,888	1 Year After Promotion	3.00%	92,833	44.631
2 Years After Promotion	3%	94,645	2 Years After Promotion	3.00%	95,618	45.970
3 Years After Promotion	3%	97,484	3 Years After Promotion	3.00%	98,487	47.350
4 Years After Promotion	3%	100,409	4 Years After Promotion	3.00%	101,442	48.770

This Addendum to the Tempe Officers Association MOU July 1, 2014 – June 30, 2017 shall become effective following approval by the City Council and remain in full force and effect until June 30, 2017, in accordance with the provisions of Tempe City Code section 2-400 et seq.

This Addendum supplements the entire agreement between the parties with regards to the provisions of Article 6 and no verbal statement shall supersede any of its provisions. Only by mutual consent of both parties may this agreement be reopened.

By signing below, the Tempe Officers Association Representative affirms that the provisions of this Addendum have been agreed upon by the Association membership.

IN WITNESS WHEREOF, the Parties have set their hands this

_____ day of _____, 2016

CITY OF TEMPE, a municipality

Andrew B. Ching, City Manager

APPROVED AS TO FORM:
Judith R. Baumann, City Attorney

TOA Representative