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**CITY OF TEMPE**  
**REQUEST FOR COUNCIL ACTION**

**Council Meeting Date: 06/09/2016**  
**Agenda Item: 5C7**

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**ACTION:** Adopt a resolution authorizing the Memorandum of Understanding between the Tempe Firefighters' Unit and the City of Tempe, effective July 1, 2016 to June 30, 2019. (Resolution No. R2016.64)

**FISCAL IMPACT:** This Memorandum of Understanding (MOU) includes increases in compensation consistent with the 2016-2019 long range budget provisions for increases in total personnel costs.

**RECOMMENDATION:** Adopt Resolution No. R2016.64

**BACKGROUND INFORMATION:** Authorized representatives of the City and the Tempe Firefighters' Unit 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, 2019. This Memorandum of Understanding provides for the continuation of a Pay Step Plan, a market study to be completed and implemented each year, an increase to the City's deferred compensation contribution to \$50 per pay period (currently \$43.83), an adjustment to the City's contribution to the Firefighters' Health Care Trust commensurate with the percentage increase in the City's cost for other employees, agreement to contract for "Fire Strong" employees assistance program and a one-year financial wellness training.

**ATTACHMENTS:** Resolution and Tempe Firefighters' Unit Memorandum of Understanding (July 1, 2016 – June 30, 2019)

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