



CITY OF TEMPE

TEMPE OFFICERS ASSOCIATION (TOA)

April 16, 2018

Addendum to

MEMORANDUM OF UNDERSTANDING

(MOU)

July 1, 2017 – June 30, 2022

C2017-141A

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** by adjusting the Officers' and Sergeants' pay plans for market survey adjustments, as specified in Article 6, Section 2.

1. SALARY

POLICE OFFICER'S PAY PLAN					
January 2018 Market Study Update for FY 2018/19					
MILESTONE	PAY STEP INCREASE	FISCAL YEAR 2017/18		FISCAL YEAR 2018/19	
		ANNUAL BASE PAY	HOURLY BASE	ANNUAL BASE PAY	HOURLY BASE
Date of Hire	0.0%	\$57,517	\$27.652404	\$57,805	\$27.790666
1 Year After Hired	0.69%	\$57,913	\$27.842788	\$58,203	\$27.982002
2 Years After Hired	3.2%	\$59,767	\$28.734135	\$60,066	\$28.877805
3 Years After Hired	3.2%	\$61,679	\$29.653365	\$61,987	\$29.801632
4 Years After Hired	3.3%	\$63,714	\$30.631731	\$64,033	\$30.784889
5 Years After Hired	3.3%	\$65,817	\$31.642788	\$66,146	\$31.801002
6 Years After Hired	4.0%	\$68,450	\$32.908654	\$68,792	\$33.073197
7 Years After Hired	4.0%	\$71,188	\$34.225000	\$71,544	\$34.396125
8 Years After Hired	4.5%	\$74,391	\$35.764904	\$74,763	\$35.943728
9 Years After Hired	4.5%	\$77,739	\$37.374519	\$78,128	\$37.561392

Fiscal Year 2018/19 is adjusted by a 0.5% pay increase.

SERGEANT'S PAY PLAN

January 2018 Market Study Update for FY 2018/19

MILESTONE	PAY STEP INCREASE	FISCAL YEAR 2017/18		FISCAL YEAR 2018/19	
		ANNUAL BASE PAY	HOURLY BASE	ANNUAL BASE PAY	HOURLY BASE
Date of Promotion	0.00%	\$90,130	\$43.331731	\$91,303	\$43.895478
1 Year After Promotion	3.00%	\$92,834	\$44.631683	\$94,042	\$45.212342
2 Years After Promotion	3.00%	\$95,619	\$45.970635	\$96,863	\$46.568713
3 Years After Promotion	3.00%	\$98,487	\$47.349750	\$99,769	\$47.965770
4 Years After Promotion	3.00%	\$101,442	\$48.770245	\$102,762	\$49.404746

Fiscal Year 2018/19 is adjusted by a 1.301% pay increase.

TERM AND EFFECT

This Addendum to the Tempe Officers Association MOU July 1, 2017 – June 30, 2022 shall become effective following approval by the City Council and remain in full force and effect until June 30, 2022, in accordance with the provisions of Tempe City Code section 2-400 et seq.

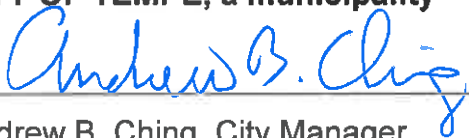
This Addendum supplements the entire agreement between the parties with regards to the provisions of Article 6 and no verbal statement shall supersede any of its provisions. Only by mutual consent of both parties may this agreement be reopened.

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

26th day of April, 2018

CITY OF TEMPE, a municipality



Andrew B. Ching, City Manager



TOA Representative

APPROVED AS TO FORM:



Judith R. Baumann, City Attorney

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