



Staff Summary Report

Council Meeting Date: 01/08/09

Agenda Item Number: _____

SUBJECT: Request approval of a resolution amending the current Memorandum of Understanding between the Fire Fighters' Unit and the City of Tempe.

DOCUMENT NAME: 20090108hrrb04 **FIRE FIGHTERS – MEET AND CONFER (0303-08-01)**

COMMENTS: Resolution 2009.06 Amends the Memorandum of Understanding between the Firefighters' Unit and the City of Tempe July 1, 2008 to June 30, 2010.

PREPARED BY: Renie Broderick, Human Resources Manager (350-8407)

REVIEWED BY: Charlie Meyer, City Manager (350-8884)

LEGAL REVIEW BY: Dave Park, Assistant City Attorney (350-8907)

FISCAL NOTE: This proposed amendment will result in salary savings of \$126,878.00 for the period January 1, 2009 thru June 30, 2009 and potential ongoing annual salary savings of \$253,757.00.

RECOMMENDATION: Recommend adoption of Resolution No. 2009.06

ADDITIONAL INFO: This proposed amendment, as agreed to by the Firefighters' Unit and the City of Tempe, will suspend the January, 2009 Market Adjustment as originally set forth in Article 3-1.

RESOLUTION NO. 2009.06

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMPE, ARIZONA, AMENDING THE JULY 1, 2008-JUNE 30, 2010 MEMORANDUM OF UNDERSTANDING BETWEEN THE TEMPE FIRE FIGHTERS' UNIT AND THE CITY OF TEMPE TEMPORARILY SUSPENDING THE MARKET ADJUSTMENT PROVISIONS SET FORTH IN SECTION 3.1

WHEREAS, the City of Tempe ("Tempe") and Tempe Fire Fighters' Unit ("Union") have entered into a Memorandum of Understanding ("MOU") for the period of July 1, 2008 to June 30, 2010; which was approved by the City Council on July 22, 2008, and

WHEREAS, the Union understands that Tempe is experiencing a financial downturn; and

WHEREAS, the Union is willing to work in good faith to help alleviate Tempe's current hardships; and

WHEREAS, the Union prolonged a pay raise 12 months in the current contract to help offset the financial burden in Tempe; and

WHEREAS, the parties agree that it is in their best interests and those of the citizens of Tempe to suspend certain benefit provisions of the MOU as set forth herein.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF TEMPE, ARIZONA, as follows:

That the Memorandum of Understanding between Tempe Fire Fighters Unit and the City of Tempe for the period of July 1, 2008 to June 30, 2010 is hereby amended, as described in the following paragraphs:

The Market Adjustments provision set forth in Article 3 of the MOU shall be temporarily suspended until at least June 30, 2009.

Beginning July 1, 2009, Tempe Human Resources Department will conduct a market survey as described in Article 3 of the MOU. The market survey shall be presented to the Tempe City Council, which will determine, after considering all relevant information (financial and otherwise) if a salary adjustment is appropriate.

The parties stipulate that nothing in this Agreement, other than that set forth in the above paragraphs, alters or amends any rights or obligations established in the MOU and that any alleged breach of impasse of this Agreement shall be resolved as provided for in the MOU.

**PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF
TEMPE, ARIZONA, this _____ day of _____, 2009.**

Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:

City Attorney