



CITY OF TEMPE
TEMPE OFFICERS ASSOCIATION
MEMORANDUM OF UNDERSTANDING
JULY 1, 2010 – JUNE 30, 2013

Preamble

This 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.

WHEREAS the Parties, through their designated representatives, met and conferred in good faith pursuant to Tempe City Code 2-400 et seq. in order to reach agreement concerning wages, hours, and working conditions of employees in the Police Unit.

NOW THEREFORE, it is agreed that this MOU shall be submitted to the City Council of the City of Tempe for its consideration.

Article 1 - Definitions

- Police Unit - Police Officers up to and including Sergeants.
- Breach - A Breach refers to an alleged violation of the provisions outlined in this MOU. The process for initiating a breach is provided in Article 18 (Procedures of Alleged Breach for MOU).
- Grievance - A grievance refers to a specific alleged violation of City Personnel Rules and Regulations initiated by or on behalf of an individual. The process for initiating a grievance is outlined in City Personnel Rules and Regulations, Rule 6, Section 605.

Article 2 - Proviso for Existing Benefits

For the purpose of expediting the Meet and Confer process leading to agreement on an MOU, the Parties agree to the following Proviso which shall expire on June 30, 2013, unless renewed in writing by subsequent action of the Parties:

The parties agree and Tempe City Code 2-400 et. seq. confirms that in the event of a conflict between the City of Tempe Personnel Rules and Regulations, Department General and Operations Orders, attachments thereto, other Council approved programs, and this MOU, the MOU shall apply to the conflicting issue. If there is no conflict between the above referenced documents, the parties are governed by the Personnel Rules and Regulations, Department General and Operations Orders, attachments thereto and other Council approved programs. In the event all such formerly referenced documents are silent on a particular issue, the City Manager and/or designee shall retain the right to exercise judgment on all such matters.

If, during the term of this Agreement, the City anticipates a substantive change in the benefits not included in this MOU, but provided to unit members through the City of Tempe Personnel Rules and Regulations and attachments thereto, Administrative Memorandum and other Council approved programs, the City shall meet with the Association, explain the reasons for the change, discuss the potential impact of such changes prior to making such changes, and allow the Association to propose alternatives to the changes.

If the City intends to provide additional benefits to Unit Members, any such additional benefits will be discussed with the President prior to implementation.

The referencing of the Personnel Rules and Regulations and other such policies and procedures herein does not make them an extension of this MOU. Therefore, the process for an alleged

breach of this MOU as contained in Tempe City Code 2-400 et. seq. or any procedure agreed to by the parties for resolving allegations of an alleged breach of this MOU, shall not be applicable under the proviso for existing benefits.

Any benefit provided by outside vendors (such as health insurance), and subject to cost increases outside the City's control, may cause a re-opening of this contract for purposes of the affected benefit only. This negotiation process will exclude fact-finding.

Fiscal Crisis:

The Association and the City agree that for the duration of this MOU, July 01, 2010 to June 30, 2013, the following section of Article 2 related to Fiscal Crisis is suspended.

- ~~1. If, during the term of this MOU, the City of Tempe experiences loss of revenues or legal requirements, that if not resolved during the budget year would result in the layoff of Police employees or the serious curtailment of Police services provided to the citizens of Tempe, this MOU may be reopened. This provision shall only apply if the general population of Police Department employees is subject to the same or greater reduction of pay or benefits negotiated as a result of this re-opener provision. The following provisions shall apply to this circumstance:
 - ~~A. The City shall notify the President in writing of the need to reopen this MOU. Such notice shall include the reasons for the reopening and the anticipated amount of city-wide budget shortfall that needs to be resolved in order to alleviate the need to layoff Police Department employees or severely curtail Police services provided to the citizens of Tempe.~~
 - ~~B. The City shall supply the President with all available current budget information including, but not limited to, projected revenue shortfalls.~~
 - ~~C. The parties shall meet and confer/negotiate in a good faith effort to reach agreement on what, if any reduction in pay and/or benefits shall occur for Unit Members in order to address the City's budget shortfall.~~
 - ~~D. The meet and confer/negotiation process will be for a period of no more than thirty (30) calendar days. During this thirty (30) day period, the parties shall meet at least weekly unless mutually agreed otherwise.~~
 - ~~E. If the parties are unable to reach an agreement on the issues identified for this process, the issues will be submitted directly to the City Council which shall make a final determination. The determination of the City Council shall be final and binding on the parties.~~~~

Article 3 - Rights of the City and Police Department

1. The Association recognizes that the City has statutory and Charter rights and obligations in contracting for matters relating to municipal operations. This MOU shall not limit that authority in any manner unless such limitation is expressly provided for by the specific terms of this MOU. There shall be no implied limitations on the rights of the City. In the event this MOU, the City Personnel Rules and Regulations, other City Council approved programs, and/or the Department's General and Operations Orders are silent regarding a particular issue, the City Manager, or designees shall retain the right to exercise judgment on such matter.
2. The Parties in partnership pledge cooperation in increasing departmental efficiency and effectiveness. The Association agrees to cooperate with the efforts of the Department to increase the diversity of the work force.
3. The City and the Chief have the responsibility and authority to schedule work and/or overtime in the manner most advantageous to the City; to discipline or discharge employees pursuant to the City Personnel Rules and Regulations (all disciplinary appeals

are outside the procedure for an alleged breach contained in this MOU and Tempe City Code 2-400 et. seq.); to hire, promote, reclassify, lay off and recall employees; to determine assignments and establish methods and processes by which assignments are performed; to transfer employees within the Department in a manner most advantageous to the City; determine the methods or means by which operations and services are delivered; maintain the efficiency of City government in emergencies; and manage all matters not specifically prohibited by this MOU.

4. The inherent and express rights of the City and the Chief, including those herein specifically referred to, which are not expressly modified or restricted by a specific provision of this MOU, are not in any way, directly or indirectly, subject to the alleged breach procedure contained herein and in the City Ordinance.
5. The enumeration of the above rights and those in the Tempe City Code 2-400 et. seq., are illustrative only and is not construed as being all-inclusive.

Article 4 - Rights of the Association

1. The Association, as the authorized representative, has the exclusive right to serve as the meet and confer representative of all employees in the Police Unit as described in this MOU.
2. Association representatives have the right to release time, subject to the following guidelines:
 - A. The Association may designate up to twelve (12) Association representatives, and shall notify the Chief of such designations.
 - B. Association representatives will be released from duty with full pay to provide representation in a grievance hearing or disciplinary meeting with a Unit Member.
 - C. During the term of this MOU, The President and Association representatives will be released from duty with full pay when directed to participate in a meeting with the City and/or City representatives, or any committee or task force meetings established by this MOU.
 - D. It is understood and agreed that meetings such as those mentioned above shall be scheduled in such a manner as to minimize disruptions to service and to minimize overtime.
3. During each year of this Agreement, the City will provide 2856 hours to be utilized by the Association as determined by the President for the purpose of conducting Association related business. The Chief or his/her designee must authorize the time utilized. The President will be responsible for complying with the following guidelines:
 - A. Time will not be authorized if it results in overtime for the Unit Member or creates an operational problem for the Department.
 - B. The activity to be engaged in cannot create a conflict of interest between the Association and the City of Tempe.
 - C. The time used must be considered in accordance with the overall mission and values of the City and must not negatively impact upon the relationship between the City and the Association.
 - D. Upon request, the Association shall provide the City with a quarterly report on the use of all City-provided Association hours specified in this section.
4. When requested, the City shall furnish to the Association a listing of Unit Members on City Payroll deduction for Association dues. The Association agrees to use this list solely for purposes of communicating with Unit Members and will not share this information with other individuals or organizations.
5. The City agrees, in conformity with Tempe City Code 2-400 et. seq., to deduct an amount specified in writing by the Unit Member and transmit such amount to the Association each pay period. Such deductions shall be made only when the Unit Member's earnings for such pay period are sufficient after other legally required deductions are made. The Association reserves the right to increase the amount withheld for all unit members

pursuant to a generalized dues increase. Unit members may initiate, discontinue or amend payroll deductions at any time.

6. The City e-mail system will not be used for Association business. However, The Association President or his/her designee may use City e-mail to distribute information to Unit Members, newsletters, and prepare the lists of exempted members for the July Fourth and New Year's Eve events. Additional exceptions may be made on a case-by-case basis with prior approval of the Chief.
7. The City shall provide bulletin boards in each work location for the exclusive use of the Association. The bulletin boards shall be readily available to Unit Members. The Association agrees material posted on the boards will not be derogatory of any person or Association, or critical of management and/or their policies/decisions.
8. The Association will be allowed to talk to newly sworn police officers solely to explain the rights and benefits of employment under the MOU.
9. There shall be no implied rights beyond the specific terms of this MOU.

Article 5 - Rights of Unit Members

1. All unit members have the right to have the Association serve as their exclusive "meet and confer" representative for the purposes designated in Tempe City Code 2-400 Et. Seq.
2. Unit Members have the right to be represented by the Association or a Unit Member as defined in City Code 2-400 et. seq. in dealings with the City.
 - A. If a Unit Member requests, representation will be allowed during scheduled or unscheduled investigatory interviews concerning allegations focused on the Unit Member, that if sustained, are likely to result in a suspension, disciplinary pay reduction, demotion, or termination.
 - B. For any unscheduled interview, the Association representative will respond within 60 minutes and act as a silent witness during the interview and will be allowed to meet with the Unit Member for up to 30 minutes prior to the beginning of the interview.
 - C. For any scheduled interview, the Unit Member has the right to bring a silent witness. No waiting period applies to scheduled interviews.
 - D. In both unscheduled and scheduled interviews, the Unit Member does not have the right to stop the interview once it has begun to request the presence of an Association representative.
 - E. In cases where the alleged misconduct is of a serious nature that could result in the loss of pay or termination of employment as defined in paragraph 5 of this Article, Unit Members may use their attorney as their silent witness in any investigatory interview. The role of the Silent Witness remains unchanged and any attorney present may not participate.
3. Unit Members have the right to present their own grievance, in person or by an Association representative or other regular employee representative.
 - A. The Association maintains the right to be present during any meeting regarding an alleged breach of the MOU. No person other than the Association President may reach a written agreement with the City that interprets or alters the rights or benefits covered under this MOU.
4. Any Unit Member covered hereunder shall, on his/her request and by appointment, be permitted to examine his/her supervisor's working file, and Department and/or Human Resources' personnel file.
 - A. A unit member may, at his/her discretion, attach rebuttal statements to any material contained in his/her bureau or personnel file that may be adverse in nature.
 - B. Citizens' complaints about a Unit Member that are exonerated or unfounded (as these terms are defined in Department General Order 3.208B.) will not be used in future performance ratings or disciplinary actions.

5. Any Unit Member under investigation for a matter that may lead to a suspension, disciplinary pay reduction, demotion, or termination, and who is interviewed, shall be given a written notice of the investigation informing him/her of the nature of the investigation, the specific allegations (including known dates, times, and locations) and his/her status in the investigation. The unit member may mechanically record such interview/interrogation.
 - A. In the event a Unit Member does not record his/her interview, he/she may request a copy of the investigator's tape(s), if the investigator records the interview.
 - B. If any Unit Member who is the subject of an investigation is told not to speak to anyone regarding the investigation, this admonition does not apply to speaking either with legal counsel, health professionals, clergy, licensed counselors, spouse as defined by City of Tempe Rules and Regulations, a member of the Diversity Office, with the designated Association representative, and the President. The designated Association representative must not be associated with the matter under investigation. The association representatives must refrain from discussing the investigation with anyone except the Unit Member, his/her legal counsel, and the President, all of whom are required to maintain the confidentiality of the investigation.
 - 1) A Unit Member may be instructed not to speak to a Tempe-employee spouse who is a principal or witness in the investigation.
 - C. Investigations involving Unit Members will be completed within a reasonable time, and when the investigation is completed, the Unit Member under investigation will be notified in writing of the findings.
 - 1) On not more than a monthly basis, a Unit Member under investigation may request an update on the status of the investigation. The Commander overseeing the investigation will provide a verbal summary of the progress of the investigation and an estimate on the time remaining to complete the investigation.
 - D. Upon completion of an investigation (if the allegations are sustained and may lead to suspension, disciplinary pay reduction, demotion, or termination), the following provisions shall apply:
 - 1) The Unit Member will be issued Part 1 of the City's Disciplinary Action Form detailing the disciplinary charges against the Unit Member.
 - 2) At the time the Unit Member is given Part 1, the Department will provide the Unit Member with a copy of the investigation and all attachments (for lengthy investigations, the Department may provide a CD-ROM containing the investigation and all attachments). The Unit Member will have five (5) calendar days to complete Part II of the Disciplinary Action Form. An extension may be granted by the Commander overseeing the disciplinary process.
 - 3) Once Part II is complete, the Unit Member will be notified in writing of the findings on Part III of the Disciplinary Action Form and provided any changes to the investigation or attachments as a result of Part II.
 - 4) Following the Part III notification, the Unit Member may request a meeting with the Part III decision-maker, who has the authority to modify the original Part III determination.
 - 5) Realizing that in some cases there may be information that would be detrimental to the Department's ability to conduct misconduct investigations, that information may be redacted. However, all other information will be provided.
 - 6) Upon agreement, both parties may be excused from performance under the MOU where such performance may cause harm or prove injurious to Unit Members, the Association, the City, its employees, or the public at large. This Agreement will remain in full force and effect until both

parties subsequently agree that full performance under the MOU is practicable, safe, and necessary.

- 7) The Parties agree that the purpose of the language in this Article is to assist the Department in conducting a thorough investigation, not to in any way impede that investigation. The investigating officer may take appropriate action to control and continue the investigation. In the event that the Department is not in complete compliance with the provisions of this article, this lack of compliance shall not in any way preclude the discipline of the Unit Member.
 - 8) The time spent by the Association representatives who are City employees to participate in this process shall not result in any overtime payment, nor shall it be considered time worked for the purpose of computing overtime.
 - 9) During work hours, Unit Members may be allowed to briefly consult with Association representatives who are City employees. Such time will not be allowed to the extent that it adversely affects the Department's operational needs.
- E. Unit members who are witnesses in an investigation have no right to a representative, and are required to participate truthfully as a condition of employment.

Article 6 - Wages

1. SALARY

The Association and the City agree that for the duration of this MOU, July 01, 2010 to June 30, 2013 the market survey and any related adjustments to wages as delineated below in Article 6.1.A, stepped increases as delineated in Article 6.1.B, and the productivity enhancement bonus as delineated in Article 6.1.C., shall be suspended. Those benefits in this Article remain part of this MOU and subject to Article 2, Proviso for Existing Benefits. Members pay step and annual pay as of June 30, 2010 and as noted in the table below, will be frozen for the duration of this MOU.

For the fiscal year July 1, 2011 to June 30, 2012 (FY 2011-12), members will be eligible for one pay step increase, as set forth in the chart below, if the combined total of the State Shared Sales Tax and State Shared Income Tax actually received by the City during FY 2010-11 exceeds by 1.3% the amount budgeted for those items as published in the City's Annual Budget.¹ If the combined total of the State Shared Sales Tax and State Shared Income Tax actually received by the City does not exceed the amount budgeted for FY 2010-11, members will not be eligible for pay step increases during FY 2011-12.

For the fiscal year July 1, 2012 to June 30, 2013 (FY 2012-13), members will be eligible for two step increases, as set forth in the chart below, if the combined total of the State Shared Sales and State Shared Income Tax actually received by the City in FY 2011-12 exceeds by 1.3% the amount received in FY 2010-11. If the combined total of the State Shared Sales Tax and State Shared Income Tax actually received by the City in FY

¹ The State Shared Revenues that will be used to determine whether members are eligible for pay step increases in FY 2011-12 and FY 2012-13 are budgeted in the City's General Fund for FY 2010-11 as follows (*see* Annual Budget for FY 2010-11, Schedule C, pg. 254):

State Shared Sales Tax	\$12,732,069
State Shared Income Tax	\$16,139,804
TOTAL	\$28,871,873

2011-12 does not exceed the amount received by the City in FY 2010-11, members will not be eligible for pay step increases during FY 2012-13.

- A.** ~~In July 2009, the City will implement market survey adjustments to move wage ranges for Police Officers and Police Sergeants to the "75th Percentile" (the salary range at or above the calculated mean of the market median and the market maximum, using the highest pay in each range) of the established market. Any Unit Member whose salary is below the newly established annual pay for his/her applicable pay step, as defined in the table below, shall move into the appropriate Pay Step. Any salary increase resulting from the range adjustment, based on the 2009/2010 market survey, will be retroactive to the beginning of the City's first pay period in July 2009~~
- B.** ~~The wage ranges for Officers and Sergeants shall include stepped increases in Unit Members' wages at specified intervals, according to the Pay Step Plan below. Officers shall be placed into the appropriate pay step, based on the date they were hired as a Police Officers to start the Tempe Police pre-academy training. Police Officers who transferred to Tempe from other police departments (Lateral Police Officers), shall be placed into the appropriate pay step, based on the number of equivalent years of service, as determined by the Human Resources Department and the Chief of Police. Sergeants will be placed into the Pay Step Plan, in the appropriate pay step, based on the date they are promoted to Sergeant. The minimum base salary for Police Sergeants will be at least 10% greater than the maximum annual base salary for Police Officers.~~
- 1) Any Sergeant working an off-duty assignment in an Officer's capacity for a separate independent employer, not at the direction of the City, will be compensated at the Chief's labor rate.
 - 2) Police Sergeant and Police Officer Unit Members shall have the same opportunity to work all Officer-capacity off-duty jobs for separate and independent employers, not at the direction of the City.

~~**C.** If, on July 1, 2009, a Member is at the top of the pay range for his/her position and receives less than a 3.5% increase to base pay as a result of the July 2009 market adjustments, the member will receive, in August 2009, a one-time Productivity Enhancement Bonus of up to 3.5% of base pay. The total of the market adjustment, plus the Bonus, cannot exceed 5% of base pay.~~

OFFICERS 2010-2013		
Milestone	Pay Step	Annual Pay
Date of hire	Start	\$56742
1 Year after hired	5% increase	\$59580
2 Years after hired	5% increase	\$62558
3 Years after hired	5% increase	\$65686
4 Years after hired	5% increase	\$68971
5 Years after hired	5% increase	\$72419
6 Years after hired	5% increase	\$76040
7 Years after hired	Top Out	\$76694

SERGEANTS 2010-2013		
Milestone	Pay Step	Annual Pay
Date of promotion	Start	\$84363
1 Year after promoted	5% increase	\$88581
2 Years after promoted	Top Out	\$92552

2. RETENTION INCENTIVE PAY

- A.** In the last pay check in July and December in each year of the Memorandum, full-performing members who have completed a minimum of five (5) years of service will receive Retention Incentive Pay in semi-annual payments according to the following schedule:

Years of Service	% of Base Pay
5-9	1/2 %
10-14	1 %
15-19	1.5 %
20 - 24	2 %
25+	2.5 %

- B.** For Retention Incentive Pay, years of service will be considered accredited service with the Arizona Public Safety Personnel Retirement System (PSPRS).
- C.** A Unit Member's Retention Incentive Pay will be based on his/her years of service as of the first day of the pay period beginning in July of each year. Half of the Retention Incentive Pay will be paid in July and the other half will be paid in December.

3. DEFERRED COMPENSATION

Unit Members are eligible to participate in the Citywide deferred compensation plan or the Tempe Firefighters' Union IAFF-approved deferred compensation plan.

4. FURLOUGH

Without waiving the right of the City to relieve its employees from duty because of lack of work or for other legitimate reasons, as specified in Sec.2-425(b) of the Tempe City Code, the Association and the City agree for the purpose of this MOU only that for the fiscal year 2010-2011 and for the fiscal year 2011-2012, a furlough program will be implemented as follows:

Unit Members will take 104 hours of unpaid furlough between June 21, 2010 and June 19, 2011 and 104 hours of unpaid furlough between June 20, 2011 and June 17, 2012.

Furlough may be scheduled throughout each year at the Unit Members' discretion, with supervisory approval. Furlough may be combined with vacation and/or medical leave. Further details are provided in the TOA 2010-2012 Furlough Guidelines (Attachment A).

Any Unit Member who has in excess of 24 hours of furlough still not taken by April 15, 2011 (for fiscal year 2010-2011) or by April 1, 2012 (for fiscal year 2011-2012) will be required after that date to utilize all remaining furlough prior to utilization of vacation and/or medical leave. Unit members who have in excess of 16 hours of furlough still not taken by May 15, 2011 (for fiscal year 2010-2011) or by May 1, 2012 (for fiscal year 2011-2012) will have their remaining furlough scheduled for them by their supervisor by the last day of the last full pay period of each fiscal year.

Furlough will be limited to 104 hours for fiscal year 2010-2011 and 104 hours for fiscal year 2011-2012 per unit member. No furlough will be required for fiscal year 2012-2013.

Article 7 - Maximizing Staffing Plan

- Unit Members will receive the following Maximizing Staffing Pay upon assignment. Officers and Sergeants are eligible to receive Maximizing Staffing Pay related to both bilingual services and one other qualified position. (Note: Unit Members must meet the City's standards for Bilingual Pay in order to qualify for Maximizing Staffing pay for Bilingual Services).

Upon agreement between the Association President and the City Manager, positions other than listed below may be identified as special duty and shall be compensated at an amount agreed upon by the two parties.

Position:	Pay:
Field Training Officers	5%
Bilingual Services	3%
Field Training Sergeants	3%
Patrol Sergeant with 2 (two) or more Field Training Officers	3%
Policy & Procedure Officers	3%
Accreditation Officers	3%
Narcotics / SEU Detectives	3%
Narcotics / SEU Haz-Mat Detectives	5%
Narcotics / SEU Sergeants	3%
Narcotics / SEU Haz-Mat Sergeants	5%
Gang Detectives	3%
Gang Sergeants	3%
EOD Detectives	5%
Traffic Motor Officers	3%
Traffic Motor Sergeants	3%
Traffic Mait Detectives	7%
Traffic Mait Sergeants	5%
Hit and Run Traffic Detectives	3%

Sex Crime Detectives	7%
Sex Crime Sergeants	5%
Homicide Detectives	7%
Homicide Sergeants	5%
Check and Fraud Detectives	5%
Computer Forensic Detectives	5%
All other CIB Detectives	3%
All other CIB Sergeants	3%
Bike Officers and Sergeants	3%
K9 Master Trainer	5%

2. A Unit Member enrolled in the Deferred Retirement Option Program (DROP) will receive fifty percent (50%) of the amount that the City would have otherwise been required to contribute to the Arizona Public Safety Retirement System (PSRS) if the employee had not enrolled in DROP. In no event will the Unit Member receive less than a three percent (3%) increase in his/her base pay.

Article 8 - Drug Testing

1. The City and the Association will meet and discuss or provide a period for submission of written comments on any proposed substantive changes to the City's current policies.
2. References to, or results of, any negative drug or alcohol test will not be placed in a Unit member's personnel file and/or employment file. The results may be maintained as part of any investigation conducted in conjunction with the test.

Article 9 - Holiday and Vacation Benefits

1. Vacation Leave Accrual Schedule:

Years of Service	Hours Earned Monthly
Up to 5 Years	9.33 hours
5 to 9 years	11.33 hours
10 to 14 years	13.33 hours
15 to 19 years	16.667 hours
20 + years	18 hours

The maximum vacation accrual is 450 hours.

- A. The Department shall maintain procedures for employees to follow in order to obtain approval to utilize paid leave.

- B. For vacation leave accrual, years of service will be considered accredited service with the Arizona Public Safety Personnel Retirement System (PSPRS).
2. Employees are allowed to convert accrued leave to cash in accordance with the City of Tempe Personnel Rules and Regulations.
 3. In recognition of the fact that many Officers are required to work mandatory overtime at the July Fourth and New Year's Eve events, the following provisions shall apply:
 - A. Up to twelve (12) Unit Members will not be required to work on December 31, and up to eighteen (18) Unit Members will not be required to work on July Fourth. These exemptions include any combination of requests for vacation, holiday leave and/or release from mandatory overtime at the events, for a maximum of twelve (12) and eighteen (18) Unit Members off respectively. Requests for such exemptions shall be submitted through the Unit Members' chain of command. Approval will be based upon seniority with the Tempe Police Department and operation exemptions as defined in section 3.B of this Article. In addition to the Unit Members above, two additional Unit Members, determined by lottery, will not be required to work on the December 31st and July 4th holidays.
 - B. The Chief reserves the right to exempt critical/special skill positions, or other positions where the loss of multiple personnel would create an operational difficulty.
 - C. After the list of exempted members is provided to the Association in accordance with Section 3.A.1 of this Article, the Chief may authorize hardship exemptions for additional Unit Members.
 4. In the event the City celebrates a holiday on a day other than the actual holiday date, and the actual holiday is a regularly scheduled work day for a Unit Member, that Unit Member may choose to have the actual day or the day celebrated by the City designated as the holiday. Any uniformed Unit Member who works a Thursday through Sunday 4/10 or a Saturday through Tuesday 4/10 schedule may select the observed or actual holiday when:
 - The City recognized holiday is a Friday, but the actual holiday falls on Saturday, or
 - The City recognized holiday is a Monday, but the actual holiday falls on Sunday.

This applies to the following holidays:

New Year's Day
 Cesar Chavez Recognition Day
 Independence Day
 Christmas Day

5. The following days are recognized as City holidays:

New Year's Day
 Martin Luther King's Birthday
 President's Day
 Cesar Chavez Recognition Day
 Independence Day
 Memorial Day
 Labor Day
 Veteran's Day
 Thanksgiving Day
 Friday following Thanksgiving Day
 Christmas Day

Personal Leave Day: 10 hours each fiscal year to be taken off as leave, received as pay (straight time), or converted to vacation leave. The above options are at the discretion of the Unit Member.

6. Upon the death of a “family member” or an “immediate family member,” as defined by City policy, a Member shall receive up to five (5) working days of paid leave, not chargeable to medical or vacation leave. The approval and administration of this leave shall be consistent with existing City policies for the administration of Bereavement Leave.
7. Unit Members who have obtained their fifteenth (15th) year anniversary with the Department are eligible for a one-time four-week sabbatical leave that includes two weeks of the employee’s accrued vacation leave and an additional two weeks of City paid leave. Program guidelines shall be provided on the Sabbatical Leave Request Form. The current policy of allowing the TOA President to have input on sabbatical leave issues that arise, as currently enumerated on the Tempe Police Sabbatical Leave Request Form, shall remain in effect.

Article 10 - Hours and Overtime

1. The normal regular-duty hours for Unit Members shall be either:
 - A. Five (5) shifts of eight (8) hours in a seven (7) calendar day work week. The eight (8) duty hours shall be consecutive.
 - B. Four (4) shifts of ten (10) hours in a seven (7) calendar day work week. The ten (10) duty hours shall be consecutive.
 - C. Alternative work schedules may be established by the Chief after consulting with the President as outlined in section 2 below.
 - D. The parties recognize that the Chief retains the right to establish and temporarily change work days and/or hours for employees in order to meet the operational needs of the Department. Normally, employees will be provided at least fourteen (14) calendar days notice of such change. In the event circumstances are such that fourteen (14) calendar days notice cannot be provided, the employee will be provided as much notice as is reasonable, given the circumstances.
 - E. The established schedules for Unit Members assigned to uniformed functions that require immediate response to radio calls may include briefing time and 30 minute meal periods.
2. Prior to changing a work schedule as described above in section 1.A, 1.B, and 1.C, the following provisions shall apply:
 - A. The Chief or his/her designee shall inform the President of the proposed change and the anticipated date that such change would occur.
 - B. The Chief or his/her designee and the President shall fully discuss the proposed change(s), the impact on the Unit Members, and the advantages and disadvantages to the Department.
 - C. The Association will be allowed to propose alternatives to the Chief’s proposal. The Chief may accept the proposals of the Association in whole, or in part.
 - D. If, after following steps A-C above, the Chief still finds it necessary to change employees’ work days and/or hours, the parties will cooperate in the implementation of the change in order to facilitate the transition.
 - E. The Chief or his/her designee will notify the President of the change in work schedules at least two (2) weeks prior to the change. There are some positions that by nature require scheduling and assignment flexibility. Members interested in these positions will be made aware of these requirements prior to their assignment to the position. Unit Members accepting these positions

acknowledge the conditions as agreed upon by the TOA in this section of the MOU. These assignments include:

- All Unit Members assigned to the Police Academy
 - All Unit Members assigned to the Special Investigations Bureau
 - All Unit Members assigned to the Action Team
 - All Unit Members assigned to a Task Force approved by the Chief of Police
 - Other positions agreed upon between the Chief or his/her designee and the TOA during the course of this contract.
- F. All Unit Members may accrue "comp time" per existing Department policy up to a maximum of one hundred eighty (180) hours.
- G. All Unit Members who are required to perform duties that qualify for call-back pay (which includes off-duty court time) shall be compensated for a minimum of three (3) hours of call-back pay (overtime rate).
- H. For Unit Members whose regular shifts are extended by at least four (4) hours of overtime, the Department shall allow a fifteen (15) minute paid safety/rest break during the overtime period.

3. Overtime:

- A. Overtime is defined as time assigned and worked beyond the regularly scheduled forty (40) hour work week or eight (8) hour work shift, or nine (9) hour work shift if a 9/80 work week is implemented or ten (10) hour work shift if a 4/10 work week is implemented. Duly authorized paid leave shall be considered as time worked for purposes of the regularly scheduled work week. This provision shall not apply to unpaid leave.
- B. Overtime shall be worked and shall be allowed if assigned by the Chief of Police or his designees.
- C. Overtime work will be compensated in either cash or compensatory time at one and one-half (1-1/2) times the regular rate of pay after the first seven (7) minutes assigned and worked beyond the end of the unit member's regularly scheduled shift, calculated to the nearest 1/4 hour.
- D. Unit members may, subject to supervisory approval and based on considerations of departmental scheduling and operations factors, request overtime as compensatory time subject to the maximum accrual of one hundred eighty (180) hours as stated in Article 10.2.F above.

Article 11 Medical Leave

1. Full-time regular Unit Members on an active pay status accrue eight (8) hours of medical leave each month.
2. Medical leave may be used for illness or incapacity of the Unit Member, or for medical, dental, vision or mental health appointments during working hours. Medical leave may also be used for any of the above reasons for care of or reasonable accompaniment to an appointment for an ill family member, defined as spouse or domestic partner, parent (incl. in-law and step), child (incl. in-law and step), sibling (incl. in-law, half, and step), grandparent (incl. in-law), or grandchild (incl. step).
3. Maximum accrual of medical leave shall be unlimited.

4. Unit Members separating from the City and who are immediately eligible for retirement benefits under the Public Safety Personnel Retirement System (PSPRS) shall receive 50% of all accrued medical leave in the form of cash or converted vacation leave. The Unit Member will be reimbursed at an hourly rate equal to the Unit Member's hourly rate at time of retirement including maximizing staffing, shift differential, temporary detail, standby and holiday pay (excluding overtime) paid to the employee during the twelve (12) months preceding retirement.
5. Each Unit Member shall be entitled to seventeen (17) work weeks of FMLA leave during a twelve (12) calendar month period if the leave is taken for the birth or adoption of a child or to care for a sick parent (including parent-in-law or step-parent).

Article 12 - Health Insurance

1. The City will continue to offer group health, dental, vision and life insurance options to the employees in the bargaining unit at premium costs of 100% for employees and 70% for the dependant coverage.
2. Premiums for the insurance coverage offered to Unit Members are based upon the cost of benefits in a given year. The City reserves the right to implement changes in the amount paid by the City for both employee and dependent coverage. The amounts paid will be consistent for all employee groups.
3. The parties acknowledge that changes in the benefits provided, premiums and the amount of co-payments may occur from time to time during the course of this MOU. The City will share information with the Association as changes occur and, when appropriate, in advance of the changes being implemented.
4. An Employee's Health Insurance Evaluation Committee shall be established to examine issues related to the provisions and maintenance of health insurance for Unit Members and other City employees.
 - A. The Association shall be entitled to appoint a Unit Member to the Health Insurance Evaluation Committee related to the provision and maintenance of health insurance for Unit Members, including the reviewing of the Request for Proposal, the evaluation of the submitted proposals, and the recommendation of the preferred provider.
 - B. The City shall provide health insurance for members retiring from the City pursuant to the rules and procedures for retirement as defined under the Public Safety Retirement System and the City of Tempe Personnel Rules and Regulations regarding retiree health insurance as may be amended.
 - 1) The City will pay health insurance premiums for surviving spouse, domestic partner and eligible surviving dependants, as defined by the Tempe Health Plan, if a Unit Member is killed in the line of duty or during the Unit Member's commute as defined in Article 11B, Section 2.
5. The City will continue the existing Mediflex Program for Unit Members in accordance with the current City policies.

Article 13 - Life Insurance

1. The City will continue the existing off-the-job and on-the-job life and dismemberment insurance coverage. The Policy shall provide a benefit for each member equal to the Member's base annual salary, plus \$50,000.
2. The City will provide a minimum \$250,000 death benefit covering the Unit Member's commutation to and from his/her City work location. This policy will be consistent with the City's current group insurance and will cover the Unit Member's commute for up to two (2) hours before his/her shift begins and two (2) hours after his/her shift concludes.

Article 14 - Light-Duty

1. The purpose of the Light Duty policy is to attempt to provide assistance to employees who are recovering from a medically documented mental or physical illness or injury sustained on or off the job. If such illness or injury precludes an employee from performing the essential functions of his/her job, the City may provide work assignments consistent with the individual's skills and abilities, and will be such that the City will derive benefit.
2. During the period an employee is on light duty, the employee's base rate of pay will be maintained. Employees shall receive overtime pay after 40 hours of work in the workweek.
3. Light duty work is intended only for employees with temporary illness or injury, and may be provided only if there is a reasonable expectation that the employee can resume his/her duties within the time periods established by the City.
4. An employee on light duty shall not be eligible for both the holiday and the day off.

Article 15 - Seniority

1. Once, during the term of the Agreement upon request, the City shall provide the Association with a list of Unit Members indicating each unit member's hire date, date of graduation from the academy with the City as a sworn police officer and entry into his/her current classification title/rank.
2. Seniority shall be length of continuous service within a classification title/rank. If seniority within the classification title/rank is not determinative, then ranking on the Police Sergeant's examination and ranking upon graduation from the academy as a sworn police officer shall prevail. Continuous service shall not be broken by an approved leave of absence with or without pay.
3. Seniority shall not be required to be used as a factor unless there is such specific requirement in this MOU, Departmental Orders, or the City Personnel Rules and Regulations.
4. Lateral entries shall have seniority, as defined in Article 15.2 above
5. In the event an employee is demoted, seniority shall be calculated as follows: the amount of continuous service in the rank from which the Officer was demoted will be added to the amount of continuous service in the rank to which he / she is being demoted. This provision applies to employees whose rank is outside the work unit if they are demoted to a rank within the work unit.
6. When it has been determined that a layoff is necessary, the selection of regular employees affected shall be based on seniority. For the purpose of layoffs, seniority is defined as total years of continuous service (including years, months and days) as a sworn City of Tempe Police Officer. DROP Participants are considered to have continuous service with the City. When two or more Unit Members hired on the same day are targeted for a layoff, Academy class standing shall be used as the determining factor.

Article 16 - Shift Differential

1. Shift differential will be paid for regularly scheduled work shifts, including any hours between 10:00 p.m. and 4:00 a.m.
2. When working a shift, which ends between the hours of 10:00 p.m. and 12:00 midnight, a unit member will be paid a shift differential of 65 cents an hour.
3. When working a shift, which includes work between the hours of 12:01 a.m. and 4:00 a.m., a unit member will be paid a shift differential of 80 cents an hour.
4. Shift differential is not paid to unit members on paid leave.

Article 17 - Uniform, Clothing & Equipment Allowances

1. Unit Members are allocated \$1,000.00 per calendar year for uniform reimbursement as outlined by Department Policy.
2. Unit Members assigned to the Criminal Investigations Bureau or Professional Services Bureau will receive the \$1,000.00 uniform reimbursement allowance as a lump sum payment. Unit Members assigned to the Criminal Investigations Bureau or Professional Services Bureau, who are required to wear "professional attire," as defined by Department policy, will receive an additional clothing allowance of \$450.00 per year as a lump sum payment.
3. The annual clothing allowance will be made in a lump sum payment on or before August 1st of each MOU year. If a Unit Member is transferred to the Criminal Investigations Bureau or Professional Services Bureau after August 1st, a prorated amount will apply.
4. At the beginning of each fiscal year, the Personnel Services Bureau will notify those Unit Members whose vests will expire and the need to replace their vests. Each Unit Member will then be responsible for purchasing the vest of their choice (as long as it meets the requirement of Level IIIA or above) and submitting the appropriate uniform reimbursement paperwork. Unit Members will be reimbursed from the department's vest account. The department will contribute \$1,100 towards each vest when a Unit Member's current vest reaches expiration. Any amount, up to \$250, spent over the \$1,100 provided may come from the Unit Member's individual reimbursement account. Any Unit Member purchasing a vest during this contract, taking advantage of any vest upgrade above the Department's negotiated contract price, is required to wear the vest at all times while in uniform.

Article 18 - Labor-Management Committee

1. There shall be a Labor-Management Committee consisting of up to five (5) representatives of the Association and up to five (5) representatives of the Police Management. This does not include mutually agreed upon guests that are needed for discussions on particular topics. The purpose of the Committee is to facilitate improved Labor-Management relationships by providing an informal forum for the free exchange of views and discussions of mutual concerns and problems as distinguished from meeting and conferring.
2. The Committee shall meet at least quarterly at mutually scheduled times.
3. Any committee member/party who has an issue to discuss shall provide the other party with a proposed agenda at least five (5) days in advance of the meeting.
4. Representatives of the Association on the Committee who are Unit Members shall not lose regular pay for meetings conducted during his/her duty time. Participation in such meetings shall not result in overtime, nor shall the time spent in such meetings be considered time worked for the purpose of computing overtime. If necessary, the Department may allow Unit Members to change their schedule to attend meetings during duty hours.
5. In non-urgent situations, as determined by the Chief, proposed changes to the Police Department General and Operations Orders will be distributed to the Association in the same manner as generally provided to management staff, and may be discussed during Labor-Management meetings.
6. During the term of this MOU, the Labor-Management Committee will discuss the following topics:
 - A. Educational requirements for promotion.
 - B. Availability of Interpreters.
 - C. Uniform standards and issued equipment.
 - D. Weapons of Mass Destruction Liaison with the Tempe Fire Department
 - E. Departmental Transfer Policy
 - F. Tempe First Off-Duty Policy

Article 19 - Fitness

1. If a Unit Member, while carrying out his/her official duties is exposed to an infectious disease/virus, the City agrees to pay the expenses for inoculation of the member.

Article 20 - Procedure for alleged breach of MOU

1. Purpose:

The purpose of this alleged breach procedure shall be to secure, at the lowest possible administrative level, equitable resolutions to problems that may arise and are subject to review under this procedure. There shall be no other alleged breach or appeal procedure regarding the issues covered by this MOU for the employees in the Unit other than that contained in this article.

2. Definitions:

- A. A "breach" refers to an alleged violation of the provisions outlined in this MOU.
- B. A "complainant" shall be any Unit Member or group of Unit Members or the Association.
- C. "Days" shall mean Monday through Friday, not including holidays observed by the City.

3. Procedures:

- A. Alleged breach proceedings shall be kept informal at all levels of this procedure.
- B. The number of days indicated at each level of this procedure shall be considered a maximum, and every reasonable effort shall be made to expedite the process.
- C. If the City or Department fails to comply with the time limit requirements as set forth under any of the procedure levels, the alleged breach shall be considered automatically appealed to the next level of the procedure.
- D. If the complainant fails to comply with the complainant's time limit requirements as set forth under any of the procedure levels, the alleged breach shall be considered null and void.
- E. The time limits set forth herein may be extended, provided the extension has been mutually agreed upon by the Parties in writing.
- F. An alleged breach shall not be considered unless the complainant initiates the alleged breach procedure no later than ten (10) days after the complainant knew, or reasonably should have known of the action that precipitated the alleged breach.

4. Steps:

- A. The complainant shall first discuss the alleged breach with the immediate supervisor outside the designated employee group directly with the objective of resolving the alleged breach. If the alleged breach is not resolved within ten (10) days, a written allegation of an alleged breach may be filed with the immediate supervisor with a copy to the Deputy Human Resources Manager. To be considered, the alleged breach must be timely submitted and contain, at a minimum, what contractual provision(s) of this MOU is alleged to have been violated, the facts constituting the alleged violation, and the relief sought.
- B. If, after ten (10) days from the date of the alleged breach is filed with the immediate supervisor, the alleged breach is not resolved, an alleged breach may be filed with the Chief. No later than ten (10) days following receipt of the written alleged breach, the Chief shall hold a meeting in an attempt to resolve the alleged breach. Each party shall be entitled to bring documents and/or witnesses to the meeting in order to present evidence on their behalf. Each party shall have the right to cross-examine witnesses brought by the other party. Any non-

City employee who is a witness will be paid by whichever party called them as a witness.

- C. The Chief will have ten (10) days to render a decision
 - D. If the alleged breach is not resolved with the Chief's decision, the alleged breach may be submitted to the City Manager. To be considered, such alleged breach must be submitted within ten (10) days of the Chief's decision. Within ten (10) days of receipt of the alleged breach, the City Manager may either render a decision or require that the alleged breach be submitted to advisory arbitration. The Parties are then required to participate in the following advisory arbitration process.
5. Advisory Arbitration:
- A. The Arbitrator will be selected from a list of seven (7) arbitrators requested from the Federal Mediation and Conciliation Service. The moving party to the arbitration shall strike the first name from the list. The Parties shall alternatively strike names until there is one name remaining who shall be the Arbitrator.
 - B. The Arbitrator shall conduct the hearing as soon as possible.
 - C. The Arbitrator's recommendation shall be in writing and shall include the recommendation, the rationale, and if appropriate, the recommended relief. The Arbitrator shall not have the authority to expand or add to the rights employees or the Association have under the terms of this Memorandum of Understanding. The Arbitrator's recommendation shall be submitted to the City Manager and the President.
 - D. The Arbitrator's fees and costs shall be shared equally by the Parties. All other expenses shall be assumed by the Party incurring the costs, including the cost of witnesses if they are not City employees. The Parties may mutually agree to share the cost of providing a verbatim record of the proceedings.
 - E. In the event that the City Manager does not require advisory arbitration, the Association may require advisory arbitration prior to appealing the City Manager's decision to the City Council. Such advisory arbitration shall be conducted pursuant to the provisions provided herein.
 - F. In the event that neither the City Manager nor the Association requires advisory arbitration, the City Manager and the President shall meet within ten (10) days of receipt of the advisory arbitration decision. Within ten (10) days of the meeting, the City Manager shall provide the Association with a written decision accepting, modifying or rejecting the Arbitrator's advisory decision.
6. Appeal to Mayor and City Council:
- A. If the President is not satisfied with the City Manager's decision, within ten (10) days of receipt of that decision the President may appeal to the Mayor and City Council.
7. Miscellaneous:
- A. No reprisal or retaliation by any party shall be taken against any person who participates or is a witness in the proceeding of an alleged breach.
 - B. A complainant and the Party charged may be accompanied and represented at any hearing or meeting conducted under this procedure.
 - C. A Unit Member, acting individually, may present an alleged breach without the intervention of the Association provided that the alleged breach has been processed in accordance with this procedure. Any adjustment made shall not specifically violate the provisions of this MOU.
 - D. If an alleged breach affects a group of two (2) or more Unit Members or involves an action or a decision by the City or the Department that has a Department-wide impact, the Association may submit the alleged breach on behalf of the affected Unit Member. If the Association presents an alleged breach for violations of this MOU, it will do so to the Chief as provided in Section 4.B of this Article.
 - E. All documents related to an alleged breach shall be maintained as a separate file from an employee's personnel file.

- F. All alleged breaches and alleged breach responses shall be filed and processed in accordance with this MOU. The Association acknowledges that this provision waives any right to take such a dispute to any other tribunal.

Article 21 - Tuition Reimbursement

- 1. Unit Members shall receive tuition reimbursement in an amount of \$5000 per calendar year and in accordance with City policy. Such reimbursement shall include the costs of tuition, text books, supplies and related fees.

Article 22 - Complete Agreement

- 1. In accordance with the provision of Tempe City Code 2-400 ET. SEQ., this MOU constitutes the total and entire agreement between Parties and no verbal agreements shall supersede any of its provisions. Each party has negotiated on all issues identified for negotiations and such negotiations have led to this Agreement. No additional negotiations will be conducted on any item, whether contained herein or not, except by mutual agreement of the Parties. This Agreement replaces any and all previous agreements between the Parties.

Article 23 - Term and Effect

- 1. This MOU shall become effective July 1, 2010, and remain in full force and effect until June 30, 2013.

IN WITNESS WHEREOF, the Parties hereto have executed this Amended MOU this _____ day of December, 2010.

CITY OF TEMPE, ARIZONA

By: _____
City Manager

ASSOCIATION REPRESENTATIVE

By: _____

Its: _____

APPROVED AS TO FORM:

City Attorney

TOA 2010-2012 Furlough – GUIDELINES

November 18, 2010

Purpose

Furloughs are required under the 2010-2013 TOA MOU for fiscal year 2010-2011 and fiscal year 2011-2012. Unit members will be required to take 104 hours of unpaid furlough during each fiscal year. Please refer to Article 6.4 of the 2010-2013 TOA MOU.

Implementation

Furlough may be scheduled throughout each year at the Unit Members' discretion, with supervisory approval.

Any Unit Member who has in excess of 24 hours of furlough still not taken by April 15, 2011 (for fiscal year 2010-2011) or by April 1, 2012 (for fiscal year 2011-2012) will be required after that date to utilize all remaining furlough prior to utilization of vacation and/or medical leave. Unit members who have in excess of 16 hours of furlough still not taken by May 15, 2011 (for fiscal year 2010-2011) or by May 1, 2012 (for fiscal year 2011-2012) will have their remaining furlough scheduled for them by their supervisor by the last day of the last full pay period of each fiscal year.

Employees are not to conduct any city business when taking furlough.

- *Will my annual salary be impacted by taking furlough?*

Yes. 104 furlough hours equate to a 5% reduction in compensation for regular hours worked for each fiscal year. For example, if your annual compensation is \$50,000, it will be reduced by \$2500 for the fiscal year.

- *Will taking furlough impact my eligibility for any benefits?*

Furlough will not impact health or any other benefits. Taking furlough hours will not impact regular accrual of vacation and medical leave.

- *How do I take furlough?*

Furlough (FX) must be requested by submitting a leave slip to your supervisor and getting approval in the same way that requests for vacation

are handled. Furlough use has to be for at least 1 hour. All other personnel rules regarding use of leave apply to the use of furlough.

- *Can I take furlough instead of sick leave?*

Yes, with supervisory approval.

- *Can I combine furlough with other leave?*

Furlough (FX) can be combined with medical leave (SK), vacation leave (VA), personal leave day (BD), and compensatory leave (CT). Furlough cannot be combined with sabbatical leave (SL).

- *Can I take sabbatical leave during these 2 fiscal years?*

Sabbatical leave must be approved by your supervisor and may be denied based on operational needs. Use of the two weeks of sabbatical leave requires the employee to also schedule 2 weeks of vacation leave for a total of 4 weeks of consecutive paid leave. Furlough cannot be used in place of the vacation leave required under the sabbatical program.

- *How does taking furlough impact overtime pay?*

IMPORTANT: This provision applies to City-paid overtime, NOT to vendor reimbursed overtime.

When FX is taken, any other hours worked on that day will be paid as straight time until actual hours worked are equal to the usual scheduled hours for that day. Hours worked on non-scheduled work days during the same pay-week will be paid at overtime rates.

Other than the above provisions which apply ONLY to City-paid overtime, overtime pay will be handled as it currently is, based on FLSA requirements, the TOA MOU and City Personnel Rules and Regulations as appropriate.

- *Can I still keep my current flex schedule?*

Employees currently on alternative work schedules such as a “9/80” or “4/10” may continue on that schedule if it continues to meet the operational needs of the department and with supervisor approval. Use of furlough would be based on the employees schedule for the day the leave is taken. “Flex” days cannot be used as furlough days.

- *Can I use furlough if I am on FMLA leave?*

Employees on approved FMLA leave must utilize all accrued SK and VA prior furlough leave prior to requesting use of unpaid furlough. All other requirements for FMLA leave remain the same.

- *If I take furlough the day before a holiday, do I lose holiday pay?*

Furlough may be combined with paid City holidays without impacting payment for the holiday. All other rules pertaining to holidays and holiday pay that are noted in the Personnel Rules and in MOU's will continue to apply.

- *How does furlough leave impact my retirement service time and contributions?*

PSPRS – following is the response from PSPRS regarding the impact of furloughs on retirement under their system:

"If the reduction is temporary in nature, the employer will be allowed to furlough employees and PSPRS will not count the reduction as leave without pay. However, the employee will be contributing at a reduced rate. If this reduced time period is taken into account when calculating the retirement benefit for an individual, it "could" result in a slightly reduced benefit. However, PSPRS are obligated by statute to calculate on the highest 36 months. Therefore, the reduced contribution may have only a marginal affect, if any, on the pension amount. Additionally, employers may extend the time period of the reduction of hours as long as the reduction does not become permanent. We have determined because we continue to receive contributions for the period of service, which may or may not include furlough days, the member will receive credited service. In our opinion, this is consistent with the statutes. "Credited service" means the member's total period of service before the member's effective date of participation, plus those compensated periods of the member's service thereafter for which the member made contributions to the fund."