



City of Phoenix

To: Supervisory and Professional Employees – Represented by ASPTEA
Date: June 30, 2008

From: Frank Fairbanks
City Manager

Subject: WAGE AND BENEFIT CHANGES FOR 2008-09

The City Council recently approved wage and benefit changes for the upcoming fiscal year. This memo summarizes major changes to your specific wage and benefit package.

Your compensation increase will include a **1.60% wage increase effective July 14, 2008 (reflected in the August 1, 2008 paycheck)**.

Other major increases include the following:

- Standby pay increases from \$3.00/hour to \$3.25/hour.
- Weekend shift differential increases from \$0.50/hour to \$0.60/hour for nonexempt employees, and from \$4/shift to \$4.80/shift for exempt employees.
- Weekend shift differential to be paid if 8 hours or more of a qualifying weekend shift is completed after 2:00 PM. This includes employees working a 9- or 10-hour shift that begins between noon and 2:00 PM and ends between 10:00 PM and midnight.
- Education leave increases by 2 hours from 14 to 16 hours.
- Vacation sell back hours increase from 76 to 80 hours annually. Employees may sell back vacation hours twice per year, for an annual maximum of 80 hours, payable with the last paycheck of May and/or November.
- City to reimburse CDL renewal fees for license and endorsements, including HazMat background screening fee.
- Compensatory time maximum accrual increases from 180 to 185 hours.
- Line-of-duty death insurance coverage increases from \$35,000 to \$75,000.
- Long-term disability paid until employee reaches age 80 (previously age 75).

Finally, we will continue to provide choice in medical coverage through HMO or PPO plans offered by CIGNA and Blue Cross Blue Shield and continue our current cost sharing of premiums. As you have seen in your open enrollment packet, medical insurance premiums increased by 3.8% for the HMO plans and 1.5% for the PPO plan, the lowest increase the City has experienced in several years. Dental insurance premiums increased by 3.7%, and there was no increase in the voluntary supplemental life insurance rates.

If you have questions, please contact your department's personnel officer/liaison or call the Personnel Department, (602) 262-7551. I want to thank you for all the hard work you do every day to deliver the best service to Phoenix residents.

c: ASPTEA