

**IUOE - MOU update 2018**  
**Animal Shelter, Construction Inspectors, Heavy Equipment Operators and Treatment**  
**Plant/Dispatchers/Stoppage Operators, Local 369/369 D**

*The following language will be added to the current wage article from 2017 MOU's*

**WAGES**

Effective July 1, 2018, the City of Memphis proposes current wage rates for employees covered by this Memorandum of Understanding to be increased by zero (0%) with a performance bonus program.

**PERFORMANCE BONUS PROGRAM**

The City of Memphis may establish a performance bonus program to reward excellent service based on performance goals set by management and subject to funding during the program year. The City of Memphis will consult with representatives of this bargaining unit prior to establishing performance goals for this program. The program year will be July 1 to June 30 during any year the program is operational. Any bonuses awarded under this program will be issued by the 15th of July after the conclusion of the program year. Performance bonuses awarded under this program shall not be subject to the grievance process. However, if an employee wishes to dispute management's assessment of the performance goals, then the employee may appeal within 5 days of notice the assessment to the Division Director or designee for a final decision.

**SIGNATURE PAGE**

IN WITNESS WHEREOF, the parties agree and affix their signatures below on this 21 day of December, 2018 to place into effect the provisions of this Agreement.

FOR THE:

FOR THE

**IUOE ASSOCIATION**

**CITY OF MEMPHIS**

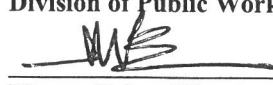
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Timothy Taylor, Attorney  
Chief Negotiator

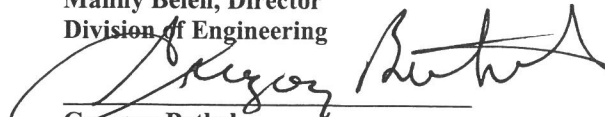
  
\_\_\_\_\_  
Doug McGowen  
Chief Operations Officer

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Christopher Harper  
Business Agent

  
\_\_\_\_\_  
Alex Smith, CHRO  
Division of Human Resources

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Robert Knecht, Director  
Division of Public Works

  
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Manny Belen, Director  
Division of Engineering

  
\_\_\_\_\_  
Gregory Bethel  
Chief Negotiator