

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into on June 23, 2022, by and between the City of Lake City, FL ("City") and Local No. 2288 of the International Association of Fire Fighters, AFL-CIO ("Union").

Due to the unique circumstances currently involving the relevant labor market, and without establishing any precedent for future mid-contract wage changes, the City and the Union mutually agree to modify the wage rates in the current collective bargaining agreement as follows:

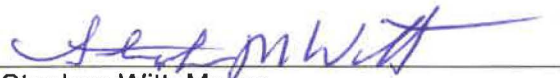
- The City and the Union propose a \$3.61 Across-the-Board increase effective July 1, 2022, to all eligible bargaining unit members such that starting pay will increase to \$16.00 per hour.

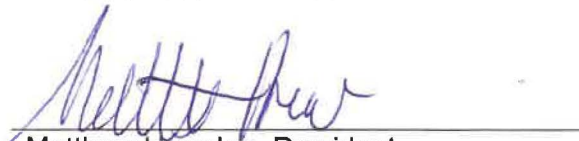
The above proposed increase is for the period July 1, 2022 through September 30, 2023 contingent on the parties' ratification of same. If this wage rate modification is fully ratified, the Union expressly and unequivocally waives its right to further negotiate over economic terms for the final year of the current collective bargaining agreement (October 1, 2022 through September 30, 2023).

IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be signed with their respective names by their respective representatives thereon to duly authorize.

City of Lake City

International Association of Fire Fighters,  
AFL-CIO, Local No. 2288

  
Stephen Witt, Mayor

  
Matthew Herndon, President

Date: 7/8/2022

Date: 07/12/22