

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this ____ day of _____, 2020, by and between IAFF Local 4627 ("UNION") and the City of Meridian ("CITY"), collectively "the Parties."

WHEREAS, the UNION and the CITY are parties to a Collective Labor Agreement effective October 16, 2018 – September 30, 2020 ("CLA") covering various terms and conditions of Employment of the Firefighter employees of the CITY; and

WHEREAS, the CLA has been extended until November 30, 2020 at this time; and

WHEREAS, the CITY has changed some employee benefits that the Parties agree to apply to a specific group of CLA covered employees, specifically the current positions covered by the CLA that are assigned to 40-hour per week positions with regard to their vacation leave monthly accruals; and

WHEREAS, the CITY has changed some employee benefits that the Parties agree to apply to the entire CLA bargaining unit, specifically the City's Tuition Reimbursement program and the 2% employee retirement match program; and

WHEREAS, the CITY has increased benefits for general employees related to Paid Parental Leave and the Parties continue to negotiate regarding those benefits for bargaining unit employees; and

NOW THEREFORE, the CITY and UNION hereby agree as follows:

1. As of the October 2020 pay period, bargaining unit members eligible for 40-hour per week accruals, (i.e., Training Captains, Fire Inspectors, bargaining unit members temporarily assigned to 40-hour per week positions who are accruing at the 40-hour rate) shall accrue their monthly vacation accruals at the same rate as the City general employees pursuant to City Standard Operating Procedure 4.2 Vacation Leave Benefits, Section I, Subsection C:

Length of Service	Monthly Accrual
0 - 2 Years	12.00 Hours
3 - 4 Years	12.50 Hours
5 - 6 Years	13.00 Hours
7 - 8 Years	13.50 Hours
9 - 10 Years	14.00 Hours
11 - 12 Years	14.50 Hours
13 - 14 Years	15.00 Hours
15 - 16 Years	15.50 Hours
17 - 18 Years	16.00 Hours
19 - 20 Years	16.50 Hours
21 - 22 Years	17.00 Hours

Length of Service	Monthly Accrual
23 – 24 Years	17.50 Hours
25 Plus Years	18.00 Hours

All other terms, including the maximum accrual limit, shall remain as provided in the CLA.

2. As of the October 2020 pay period, all positions within the CLA shall be allowed to access the City Retirement Match Program pursuant to City Standard Operating Policy and Procedure 5.6. Attached as Appendix A and incorporated herein.
3. As of the October 2020 pay period, all positions within the CLA shall be allowed to access the City Tuition Reimbursement Program pursuant to City Standard Operating Policy and Procedure 5.4. Attached as Appendix B and incorporated herein, with the exception of Standard Operating Procedure 5.4, Section VI.
4. Paid Parental Leave Standard Operating Policy 4.11 in effect prior to October 2020 will remain effective for bargaining unit members. Attached as Appendix C and incorporated herein.

The Parties agree that this MOU shall expire upon the ratification and implementation of a subsequent CLA between the parties, unless otherwise extended by mutual agreement. The Parties intend to incorporate language related to the above provisions in the successor CLA.


 Tyler Rountree, President
 Local #4627

10/29/2020
 Date

PASSED by the City Council of the City of Meridian, Idaho, this ____ day of _____, 2020.

APPROVED by the Mayor of the City of Meridian, Idaho, this ____ day of _____, 2020.

APPROVED:

 Mayor Robert E. Simison

ATTEST:

 Chris Johnson, City Clerk