

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is entered into this ____ day of _____, 2023, by and between Meridian Firefighters IAFF Local 4627 (“Union”) and the City of Meridian (“City”), collectively the “Parties.” The City and Union mutually agree to the following provisions related to implementation of certain provisions of the 2023-2026 successor Collective Labor Agreement (“CLA”):

I. Article 22 – Temporary Promotions During 2021-2023 CLA

Any bargaining unit member who was temporarily promoted and subsequently permanently promoted to the position while the 2021-2023 CLA was in effect will have their initial date of temporary promotion treated as their promotion/anniversary date.

II. Implementation of Elimination of Recruit and Probationary Firefighter Pay Step

In order to effectuate the removal of Recruit/Probationary pay step 1, all bargaining unit members in the Recruit/Probationary pay step 1 on October 1, 2023 will be moved to Firefighter Step 1*, effective that date. Entry-level laterals will maintain their hire date as their anniversary date. Beginning on October 1, 2023, all non-lateral, entry-level bargaining unit members (i.e. Recruits or Probationary Firefighters) will have their hire date treated as their anniversary date.

*However, in order to prevent inequities related to the implementation of this provision, on October 1, 2023, Brennan Maloney and Nefatly Lupercio will be moved to Firefighter Step 2 and will maintain their anniversary date.

III. Implementation of Step Placement and Step Movement Upon Promotion

The Parties’ have agreed to new language in the 2023-2026 CLA governing step placement and step movement upon promotion. In order to prevent the new language from creating pay inequities for bargaining unit members who promoted while the 2021-2023 Collective Labor Agreement was in effect, on October 1, 2023, all bargaining unit members who promoted during the term of the 2021-2023 CLA to step 1 of a higher classification will be treated as though the new Step Placement and Step Movement Upon Promotion language in Appendix A was in effect at the time of the promotion.

For example, a Firefighter Step 6 earning Work Out of Class who was promoted to Engineer Step 1 on April 4, 2023, will be placed on Engineer Step 3 effective October 1, 2023, and will maintain their April 4, 2023 anniversary date.

This MOU is effective upon execution of the 2023-2026 CLA.

This MOU will expire automatically on the expiration date of the 2023-2026 CLA, unless the Parties mutually agree otherwise.

APPROVED:

Derek Nelson, President
Meridian Firefighters I.A.F.F. Local 4627

Date

PASSED by the City Council of the City of Meridian, Idaho, this ____ day of _____, 2023.

APPROVED by the Mayor of the City of Meridian, Idaho, this ____ day of _____, 2023.

APPROVED:

ATTEST:

Mayor Robert E. Simison

Chris Johnson, City Clerk