MEMORANDUM OF AGREEMENT (MOA)

One (1) Year - Collective Bargaining Agreement Extension

CITY OF SALEM, OREGON

AND

SALEM PROFESSIONAL FIRE FIGHTERS,
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS,
LOCAL 314, AFL-CIO

I. Parties to the Agreement

This MOA, entered into by and between the CITY OF SALEM, an Oregon municipal corporation, hereinafter referred to as "City," and LOCAL 314, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO, hereinafter referred to as "Union."

The City recognizes the Union as the sole and exclusive bargaining agent for all employees in the bargaining unit in the following classifications with respect to wages, hours and other conditions of employment: Firefighter (EMT Basic), Firefighter-Medic (EMT-Paramedic), Fire Apparatus Operator/Engineer, Fire Prevention Officer, Deputy Fire Marshal, Fire Captain, and Battalion Chief.

II. Background

A. On January 3rd, 2022, the Union noticed the City in writing of its intent to bargain a successor agreement through negotiations.
B. Due to the COVID-19 Pandemic, Continuing State of Emergency and Operational needs, the parties bilaterally determined it would be beneficial to reach a short-term successor agreement of one-year.

III. Terms of the Agreement

The 2019-2022 agreement shall remain in full force and effect from ratification or award, through June 30, 2023 except that adjustments to wages as provided in this Memorandum of Agreement.

1. A one-year CBA extension with the term of July 1st, 2022 to June 30th, 2023, as follows:

    a. Effective July 1, 2022, the top step of the salary schedule for all classifications in the bargaining unit will be increased by a three percent (3.0%) COLA.

b. Effective January 1, 2023, the top step of the salary schedule for all classifications in the bargaining unit will be increased by a three and one-half percent (3.5%) Market Adjustment and Employee Retention.

c. The increases agreed to in this section will be reflected in an updated Appendix A, which is attached hereto and incorporated into this Agreement.

2. Effective July 1, 2022: For employees who elect to enroll in the PPO or Kaiser plan, the City will contribute an additional one-half percent (0.5%), for a total of Two percent (2%) multiplied by the top step payrate for the class of firefighter-EMT - Basic pay per month for each eligible employee to the IAFF VEBA.

IV. Term of Contract

With the addition of the adjustment to wages as provided in this Memorandum of Agreement, the 2019-2022 agreement shall remain in full force and effect from ratification or award, through June 30, 2023 and through the period of negotiations thereafter. The parties shall commence negotiations for a successor contract not later than January 15, 2023. This contract must be signed and dated by all parties.

IN WITNESS WHEREOF the City and the Union have caused these presents to be executed in their respective names by their duly authorized representatives as of this 12th day of April 2022.

Mike Niblock
Salem Fire Chief
City Lead Negotiator

Matt Brozovich
IAFF Local 314 President
Union Lead Negotiator

Krishna Namburi
Krishna Namburi
Human Resources Director

(INSERT UPDATED: APPENDIX A)

APPENDIX "A"

02 IAFF
01-Jul-2022 thru 31-Dec-2022
3% Salary Adjustment

Class Title for 56-Hour/Week:	Pay Grade	Hourly Wage						Monthly Salary					
		1	2	3	4	5	6	1	2	3	4	5	6
Battalion Chief..32..1450.	32.C04			40.32	42.34	44.47	46.69			9,784.32	10,274.51	10,791.39	11,330.11
Fire Captain..02..1300.	02.C09					37.46	39.44					9,090.29	9,570.77
Fire Apparatus Operator/Engineer..02..1250.	02.C50			27.39	28.82	30.34	31.94			6,646.64	6,993.65	7,362.51	7,750.77
Firefighter..02..1100.	02.C10	23.74	25.00	26.31	27.69	29.15	30.68	5,760.91	6,066.67	6,384.56	6,719.44	7,073.73	7,445.01

With 9% Emt-P ($2.76/hr)

Fire Apparatus Operator..02..1250.	02.C50			30.15	31.58	33.10	34.70			7,316.40	7,663.41	8,032.27	8,420.53
Firefighter..02..1100.	02.C10	26.50	27.76	29.07	30.45	31.91	33.44	6,430.67	6,736.43	7,054.32	7,389.20	7,743.49	8,114.77

For OT, rate = 50.38 hrs/week

Battalion Chief..32..1450.	32.C04			67.23	70.59	74.15	77.85
Fire Captain..02..1300.	02.C09					62.46	65.76
Fire Apparatus Operator/Engineer..02..1250.	02.C50			45.67	48.05	50.59	53.25
Firefighter..02..1100.	02.C10	39.58	41.68	43.87	46.17	48.60	51.15

For OT with 9% Emt-P ($4.60/hr) = 50.38 hrs/week

Fire Apparatus Operator..02..1250.	02.C50			50.27	52.65	55.19	57.86
Firefighter..02..1100.	02.C10	44.18	46.29	48.47	50.77	53.20	55.76

Base Rate Cash Out

Battalion Chief..32..1450.	32.C04			44.82	47.06	49.43	51.90
Fire Captain..02..1300.	02.C09					41.64	43.84
Fire Apparatus Operator/Engineer..02..1250.	02.C50			30.45	32.03	33.72	35.50
Firefighter..02..1100.	02.C10	26.39	27.79	29.24	30.78	32.40	34.10

Employees will be eligible for progression from step one (1) through step six (6) in increments of six (6) months, twelve (12) months, twenty-four (24) months, thirty-six (36) months, and forty-eight (48) months.

APPENDIX "A"

02 IAFF
01-Jan-2023 thru 30-Jun-2023
3.5% Salary Adjustment

Class Title for 56-Hour/Week:	Pay Grade	Hourly Wage						Monthly Salary					
		1	2	3	4	5	6	1	2	3	4	5	6
Battalion Chief..32..1450.	32.C04			41.73	43.82	46.03	48.33			10,126.48	10,633.65	11,169.95	11,728.08
Fire Captain..02..1300.	02.C09					38.77	40.82					9,408.19	9,905.65
Fire Apparatus Operator/Engineer..02..1250.	02.C50			28.35	29.83	31.40	33.06			6,879.60	7,238.75	7,619.73	8,022.56
Firefighter..02..1100.	02.C10	24.57	25.88	27.23	28.66	30.17	31.75	5,962.32	6,280.21	6,607.81	6,954.83	7,321.25	7,704.67
With 9% Emt-P ($2.86/hr)													
Fire Apparatus Operator..02..1250.	02.C50			31.21	32.69	34.26	35.92			7,573.63	7,932.77	8,313.76	8,716.59
Firefighter..02..1100.	02.C10	27.43	28.74	30.09	31.52	33.03	34.61	6,656.35	6,974.24	7,301.84	7,648.85	8,015.28	8,398.69
For OT, rate = 50.38 hrs/week													
Battalion Chief..32..1450.	32.C04			69.58	73.06	76.75	80.58						
Fire Captain..02..1300.	02.C09					64.64	68.06						
Fire Apparatus Operator/Engineer..02..1250.	02.C50			47.27	49.74	52.35	55.12						
Firefighter..02..1100.	02.C10	40.97	43.15	45.40	47.79	50.30	52.94						
For OT with 9% Emt-P ($4.77/hr) = 50.38 hrs/week													
Fire Apparatus Operator..02..1250.	02.C50			52.04	54.51	57.12	59.89						
Firefighter..02..1100.	02.C10	45.73	47.92	50.17	52.55	55.07	57.71						
Base Rate Cash Out													
Battalion Chief..32..1450.	32.C04			46.38	48.71	51.16	53.72						
Fire Captain..02..1300.	02.C09					43.09	45.37						
Fire Apparatus Operator/Engineer..02..1250.	02.C50			31.51	33.16	34.90	36.75						
Firefighter..02..1100.	02.C10	27.31	28.77	30.27	31.86	33.54	35.29						

Employees will be eligible for progression from step one (1) through step six (6) in increments of six (6) months, twelve (12) months, twenty-four (24) months, thirty-six (36) months, and forty-eight (48) months.

APPENDIX "A"

02 IAFF
01-Jul-2022 thru 31-Dec-2022
3% Salary Adjustment

Class Title for 40-Hour/Week:	Pay Grade	Hourly Wage						Monthly Salary					
		1	2	3	4	5	6	1	2	3	4	5	6
Deputy Fire Marshal 40..02..1780.	02.C93	41.72	43.81	45.99	48.28	50.68	53.25	7,231.47	7,593.73	7,971.60	8,368.53	8,784.53	9,230.00
Deputy Fire Marshal..02..1560.	02.C93	41.72	43.81	45.99	48.28	50.68	53.25	7,231.47	7,593.73	7,971.60	8,368.53	8,784.53	9,230.00
Deputy Fire Mar, Sr..02..1570.	02.C95						61.24						10,614.93
EMS Coordinator..02..1730.	02.C99					55.22	58.53					9,571.47	10,145.20
EMS Trainer..02..1750.	02.C99					55.22	58.53					9,571.47	10,145.20
Training Officer..02..1650.	02.C99					55.22	58.53					9,571.47	10,145.20

APPENDIX "A"

02 IAFF
01-Jan-2023 thru 30-Jun-2023
3.5% Salary Adjustment

Class Title for 40-Hour/Week:	Pay Grade	Hourly Wage						Monthly Salary					
		1	2	3	4	5	6	1	2	3	4	5	6
Deputy Fire Marshal 40..02..1780.	02.C93	43.18	45.34	47.61	49.99	52.49	55.11	7,484.53	7,858.93	8,252.40	8,664.93	9,098.27	9,552.40
Deputy Fire Marshal..02..1560.	02.C93	43.18	45.34	47.61	49.99	52.49	55.11	7,484.53	7,858.93	8,252.40	8,664.93	9,098.27	9,552.40
Deputy Fire Mar, Sr..02..1570.	02.C95						63.38						10,985.87
EMS Coordinator..02..1730.	02.C99					57.15	60.58					9,906.00	10,500.53
EMS Trainer..02..1750.	02.C99					57.15	60.58					9,906.00	10,500.53
Training Officer..02..1650.	02.C99					57.15	60.58					9,906.00	10,500.53