

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.

