

## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding (MOU) is entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2021, by and between the CITY OF DELTONA (hereinafter referred to as “City”), and DELTONA PROFESSIONAL FIRE FIGHTERS, IAFF LOCAL 2913 (hereinafter referred to as “Union”)

WHEREAS, the CITY and UNION are parties to a collective bargaining agreement (“CBA”) with a term covering October 1, 2018 through September 30, 2022; and

WHEREAS, a dispute has arisen between the CITY and UNION regarding the language contained in Article 17 – Wages of the CBA, specifically as it relates to Sections 1 (c), 2 (c) and 6, and

WHEREAS, by way of a 2020 Memorandum of Understanding the Union agreed to extend the deadline for the CITY’s completion of the wage and benefit study provided for in Article 17, Section 6 of the CBA with the understanding that any wage increase (Delta) resulting from that wage and benefit study called for under the terms of the CBA shall be applied retroactively to employee base wage rates effective with the first full pay period following October 1, 2020.

WHEREAS, it is the desire of the CITY and the UNION to resolve each of these outstanding issues in a way that is fair and in such a way as to avoid protracted, grievances, expensive negotiation, arbitration or other forms of litigation:

NOW THEREFORE, IT IS HEREBY UNDERSTOOD AND AGREED, that the CITY and the UNION upon execution and ratification of this MOU agree to resolve the outstanding issues as listed above as follows:

### **Article 17 – Wages**

1. Having received that wage and benefit study, the City and Union agree that bargaining unit members shall receive the following “Delta” wage adjustments:
  - A. Effective as soon as is practical following the ratification of this MOU, each bargaining unit member shall have either: 1) their base hourly rate of pay increased one dollar and thirteen cents (\$1.13) or 2) have their base hourly rate of pay increased to the new minimum starting pay of thirteen dollars and twenty-seven cents (\$13.27) for Firefighters, (whichever is greater), and
  - B. Each bargaining unit member shall then have that new adjusted base hourly rate of pay applied retroactively to October 1, 2020,

receiving the difference in a paycheck to be delivered as soon as practical; and

- C. Effective with the first full pay period following October 1, 2021, each bargaining unit member shall have their base hourly rate of pay increased an additional one dollar and seventy-three cents (\$1.73), and
- D. It is understood that this \$1.73 per hour "Delta" increase for each bargaining unit member shall be in lieu of the 3% across-the-board wage increase for the 2021-2022 fiscal year called for in Article 17, Section 1 (d) of the 2018-2022 CBA, and
- E. Effective with the first full pay period in October 2021, the new starting hourly rate of pay for Firefighters shall be fifteen dollars and zero cents (\$15.00).

CITY OF DELTONA - CITY COMMISSIONUNCIL

By: \_MAYOR\_\_\_\_\_

Dated: \_\_\_\_\_

Date Ratified: \_\_\_\_\_

DELTONA PROFESSIONAL FIRE FIGHTERS, IAFF LOCAL 2913

By: \_\_\_\_\_

Dated: \_\_\_\_\_

Date Ratified: \_\_\_\_\_