

Memorandum of Agreement
Extension of the International Association of Firefighters Local 1062 (IAFF) Contract
July 28, 2022

Background: The City of Gresham (City) and the International Association of Firefighters Local 1062 (IAFF) are currently parties to a collective bargaining agreement (CBA) for the contract period July 1, 2019 – June 30, 2022.

Over the past year, the City has undergone leadership transitions and has been implementing new initiatives. In consideration of these new initiatives and transitions, IAFF approached the City with a proposal to forgo collective bargaining for a new successor agreement until 2023 and to extend the current CBA for a one-year period, July 1, 2022 – June 30, 2023. The Parties met, bargained, and reached agreement on the following terms for a one-year contract extension.

The Parties agree that contract language amendments are indicated as follows: language to be deleted or replaced is ~~struck through~~ and new language is **double underlined and bold**.

The parties agree:

1. This MOA is subject to City Council ratification. As such, this MOA will not become effective unless and until the City Council adopts the terms of this MOA at its August 16, 2022, or other Business Meeting.
2. The current CBA will be extended one (1) year from July 1, 2022, through June 30, 2023.
3. Article 18.1 – Compensation - PERS PICK-UP, remains the same except that the City's current PERS contributions shall comply with SB 1049 and applicable laws and those contributions will continue regardless of any perceived conflicts in the CBA language.
4. Article 18.2 - Compensation SALARY SCHEDULE is modified as follows:

18.2 SALARY SCHEDULE

~~Effective July 1, 2019, all steps on the firefighter (F18) salary schedule will be increased an additional three percent (3%) of the base wage. Lieutenant (F20) will be 10% above top step firefighter. Captain (F21) will be 10% above top step lieutenant. Battalion Chief (F24) will be 25% above top step Captain.~~

~~Effective July 1, 2020, all steps on the firefighter (F18) salary schedule will be increased an additional three percent (3.25%) of the base wage. Lieutenant (F20) will be 10% above top step firefighter. Captain (F21) will be 10% above top step lieutenant. Battalion Chief (F24) will be 25% above top step Captain.~~

~~Effective July 1, 2021, all steps on the firefighter (F18) salary schedule will be increased an additional three percent (3%) of the base wage. Lieutenant (F20) will be 10% above top step~~

~~firefighter. Captain (F21) will be 10% above top step lieutenant. Battalion Chief (F24) will be 25% above top step Captain.~~

Effective July 1, 2022, all steps on the firefighter (F18) salary schedule will be increased an additional four percent (4%) of the base wage. Lieutenant (F20) will be 10% above top step firefighter. Captain (F21) will be 10% above top step lieutenant. Battalion Chief (F24) will be 25% above top step Captain.

See Appendix A for Hourly calculation rates.

5. Article 18.5 EMT PAY

~~In addition to the rate shown above, employees who are Oregon State certified EMT-P will be paid a salary premium of 9.5% on their base pay.~~

In addition to the rate shown above, employees who are Oregon State certified EMT-P will be paid a salary premium of 10% on their base pay.

6. Schedule Movement (Article 18.3), Promotion Salary Increases (Article 18.4), and Specialty Team and Special Skills (Article 18.6) pay remain the same.

7. Article 17, INSURANCE. Except as indicated in this MOA section, and except for the Article's obsolete language referencing plan year 2019-2020 and the City's 2019-2020 "Core" medical plan no longer being in effect, the language remains the same.

There will be no employee contributions for the following premiums:

- City's Core Plan in plan year July 1, 2022, to June 30, 2023
- City's Base Dental Plan (Moda) for plan year July 1, 2022, to June 30, 2023

There will be employee contributions for the following premiums per the City's email dated May 3, 2022, to the Union and per the employee benefit information posted on the City's [webpage](#) for plan year beginning July 1, 2022 to June 30, 2023:

- Kaiser HMO Plan for the employee-only or employee-plus 2 tiers
- Kaiser Dental Plan
- Willamette Dental Plan

8. Article 13, HOLIDAYS. City will recognize Juneteenth beginning in calendar year 2022 and agrees to change language in Article 13 pertaining to holidays to reflect the addition of Juneteenth being a City paid holiday, pursuant to a subsequent negotiated Memorandum of Agreement (MOA) to be effective upon signing.

9. Article 17.5, HEALTH REIMBURSEMENT ACCOUNT (HRA/VEBA)

~~Effective July 1, 2020, the City will contribute each month the dollar value equivalent of 1.50% of top step firefighter monthly salary to a HRA/VEBA.~~

Effective July 1, 2022, the City will contribute each month the dollar value equivalent of 2.7% of top step firefighter monthly salary to a HRA/VEBA.

10. All other provisions of the collective bargaining agreement and Memorandums of Understanding and Agreements shall remain in effect, as applicable. To the extent this MOA conflicts with any provisions of the CBA or City policies/procedures, this MOU shall control from July 1, 2022, to June 30, 2023.

11. Article 21 – DURATION, shall be amended as follows:

This Agreement shall be effective **retroactive to** July 1, 2022, and shall remain in full force and effect through June 30, ~~2022~~ **2023**. It shall be renewed automatically from year to year thereafter, unless either party shall notify the other in writing, not later than January 15, of the expiring year, or any subsequent year, that it wishes to terminate or modify this Agreement for any reason.

12. Any specified Article or Articles of this Agreement may be opened for renegotiation by mutual written consent of both parties at any time during the life of this Agreement.

The signatures below indicate the parties' tentative agreement to the terms of this MOA. The final agreement and implementation of this MOA is contingent upon the City Council's approval. Therefore, by signing below the parties acknowledge and agree that the MOA will not become effective until the City Council's approval and ratification.

IT IS AGREED THIS 29 day of July, 2022.

For the City of Gresham:



Nina Vetter, City Manager

Date: 7/1/2022

For IAFF Local 1062:



Kevin Larson, IAFF Local 1062 President

Date: 7/1/2022

Approved as to form:

Sherisa Davis-Larry, Senior Asst. City Attorney

Date: / /2022