

## MEMORANDUM OF AGREEMENT



This Memorandum of Agreement (“Agreement”) is entered into between Indian River County/Indian River County Emergency Services District (the “District”) and the International Association of Firefighters, Local 2201 (“Local 2201”) as follows.

1. Article 16.01 of the collective bargaining agreement covering the period of October 1, 2022 through September 30, 2025 (the “Current Contract”) presently reads:

C. Biweekly pay will be based on average pay and paid leave taken.

2. The District and Local 2201 agree to amend Article 16.01 of the Current Contract to read:

C. Biweekly pay for fire certified shift employees will be based on the average bi-weekly hours the employees are regularly scheduled to work. The biweekly average pay is calculated using the pay plan annual hours referenced in Article 34 Salaries, divided by twenty-six (26) pay periods. Effective the first pay period beginning on or after the date this MOA is ratified by both parties, the biweekly average hours is  $2808/26 = 108$  hours. Effective the first pay period in June 2024, the biweekly average is  $2704/26 = 104$  hours. At the end of each 28-day FLSA work period, actual hours worked will be reconciled and additional FLSA earnings paid.

3. Article 34.2 of the Current Contract presently reads:

B. For Fiscal Year 2023-24 and 2024-25, the parties mutually agree to reopen this Section and collectively bargain any general wage increases for each of those fiscal years. Such negotiations shall commence on or before June 15<sup>th</sup> unless the parties agree to a later date.

4. The District and Local 2201 agree to amend Article 34.2 of the Current Contract to read:

B. For Fiscal Year 2023-24, effective the first full pay period in October 2023, all bargaining unit employees shall receive a 6% general wage increase except single certified probationary employees whose pay shall be adjusted to remain at \$2,000 below the entry level for a dual certified position. The general wage increase will adjust the minimum, maximum and corresponding steps of the respective pay plan and the hourly rate will be rounded and expressed as \$xx.xx per hour.

C. For the Fiscal Year 2024-25, the parties mutually agree to reopen this Section and collectively bargain any general wage increases for that fiscal year. Such negotiations shall commence on or before June 15<sup>th</sup> unless the parties agree to a later date.

Additionally, the existing Article 34.2.C, D, E, F, and G will be re-lettered as Article 34.2. D, E, F, G, and H.

3. This Agreement is subject to ratification by both the District and Local 2201 to be effective.

FOR THE DISTRICT:

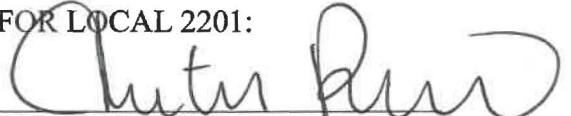


John Titkanich  
County Administrator

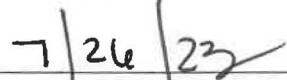


(Date)

FOR LOCAL 2201:



Christen Brewer  
Local 2201 President



(Date)