

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING is entered into this 7<sup>th</sup> day of April, 2022, by and between the City of Pocatello, a municipal corporation of the State of Idaho (hereinafter referred as "City"), and the Firefighters Local Union #187, an affiliate of the International Association of Firefighters AFL-CIO, (hereinafter referred to as the "Union").

WHEREAS, the City and the Union entered into a Collective Bargaining Agreement (hereinafter referred to as "CBA") for the October 1, 2021 to September 30, 2024 fiscal years; and

WHEREAS, the parties agree that particular articles of the CBA require amendments.

NOW THEREFORE, in consideration of the above, the parties agree to amend the following terms of the Collective Bargaining Agreement for the October 1, 2021 to September 30, 2024 fiscal years as set forth:

**ARTICLE 14 – CLOTHING ALLOWANCE**

Uniform standards are established by management. Changes in uniform policy that are shown to result in costs which exceed the member's current clothing allowance shall be negotiated.

- Each 24-hour shift employee required to be in uniform shall receive a clothing allowance of ~~\$29.07~~36 per pay period.
- Each day-shift employee required to be in uniform shall receive a clothing allowance of ~~\$36.73~~ 37.10 per pay period.

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**ARTICLE 16 – VACATIONS, BIRTHDAY HOLIDAY, KELLY DAYS**

**Section A.** Annual vacations at the regular bi-weekly rate of pay, including holiday and longevity if applicable, shall be granted to eligible employees as set forth in Schedule C of this Agreement.

The following is a list of the annual City observed holidays and for Bargaining Unit Members working a forty (40) hour week:

New Year's Day	President's Day
Martin Luther King Day	Memorial Day
July 4 <sup>th</sup>	Labor Day
Veteran's Day	Thanksgiving Day
Day after Thanksgiving	Christmas Day
<u>Juneteenth</u>	Floating Holiday

Employees will bid their Floating Holiday along with vacation.

This Memorandum of Understanding pertains only to Article 14 and Article 16, Section A. of the Collective Bargaining Agreement as outlined above. All other terms of the Collective Bargaining Agreement for fiscal years October 1, 2021 through September 30, 2024 shall remain in full force and effect.

The City and Union expressly agree that the above language shall supersede and replace all current language contained in the above specifically identified Articles of the current Collective Bargaining Agreement for fiscal years October 1, 2021 through September 30, 2024.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding by and through their authorized representatives the day and year first above written.

CITY OF POCA TELLO, a municipal corporation of Idaho



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BRIAN C. BLAD, Mayor

ATTEST:



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KONNI R. KENDALL, City Clerk

FIREFIGHTERS UNION, LOCAL #187



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JORDAN VANEVERY, President



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ADAM DAVIS, Vice President

APPROVED BY COUNCIL



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4-7-2022