

MEMORANDUM OF AGREEMENT (MOA)

**By and between the
City of Salem (City)
And the
IAFF local 314 (Union)**

Employee Recognition

WHEREAS, the State of Oregon, City of Salem (City), Employees of the City and members of the public have faced and borne the emergency state of a global pandemic since spring of 2020. All persons have endured the effects and consequences of this emergency state in many difficult and trying ways. The City of Salem seek to acknowledge and recognize the mutual efforts and independent sacrifices of all City employees in providing continued services to the public. The City value those efforts and sacrifices and seek to acknowledge through this agreement the following employee recognition with the economic benefit as provided below.

NOW THEREFORE, the parties agree as follows:

1. Effective the first payroll period in November 2021, each full-time bargaining unit employee employed at the time will receive a one-time contribution of eight (8) hours "recognition" leave to their vacation banks to be used by December 31, 2022.
2. The leave hours have no cash value upon separation and must be used by December 31, 2022. Any remaining leave after December 31, 2022 is forfeited. Part-time employees will be prorated based on FTE status.
3. This agreement expires on January 1, 2023.
4. This agreement follows all other terms of the collective bargaining agreement. Disputes will defer to the grievance process.
5. This agreement is effective upon execution below subject to ratification by the respective parties.

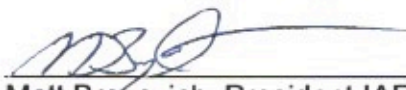
IT IS AGREED THIS 11 day of November, 2021.

For the City of Salem

For the IAFF 314



Krishna Namburi, Human Resource Director



Matt Brozovich, President IAFF 314

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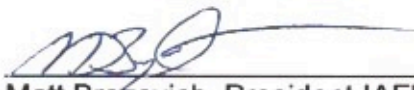
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Digitally signed by


Krishna Namburi, Human Resource Director



Matt Brozovich, President IAFF 314