

**MEMORANDUM OF AGREEMENT (MOA)**

**By and between IAFF and the City of Salem**

This memorandum of agreement is between the City of Salem (City) and International Fire Fighters Association (Union) (collectively the "parties") regarding Paid Leave Oregon,

WHEREAS the City, and Union are parties to a collective bargaining agreement (CBA) currently in effect through June 30<sup>th</sup>, 2023; and

WHEREAS the Union agrees that it is beneficial for employees to receive and have the employee portion of the contribution to Paid Leave Oregon covered by the City of Salem;

NOW THEREFORE the parties agree as follows:

1. Effective January 1, 2023, in addition to paying all required employer contributions under ORS 657B.150(2)(a), pursuant to ORS 657B.150(5), the City shall elect to pay and pay for each employee the full amount of any required employee contributions under ORS 657B.150(2)(b) as stated effective January 1, 2023.,to Paid Leave Oregon.
2. If the employer covers the employee portion of the 1% contribution, that payment is taxable and will be properly recorded and taxed on employee statement of earnings and subsequent W2's to the extent required by state or federal law.
3. This MOA shall take effect on January 1, 2023 and shall remain until a successor CBA is negotiated. Nothing in this agreement waives the right of the Union to bargain about the Paid Leave Oregon program and its impacts as part of its successor bargaining.
4. The parties agree that this agreement is non-precedent setting and is not intended to change any other provisions, past practice. All other Articles and terms of the CBA shall continue without interruption. Nothing in this MOA will reduce current eligibility for benefits pursuant to the terms of the CBA.

ON BEHALF OF CITY OF SALEM

ON BEHALF OF IAFF

DocuSigned by:  
**X** *Krishna Namburi* 1/15/2023  
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Krishna Namburi, Deputy of City Manager

DocuSigned by:  
**X** *Matt Brozovich* 1/16/2023  
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Matt Brozovich, President

Enterprise Services

DocuSigned by:  
**X** *Mike Niblock* 1/20/2023  
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Chief Niblock, Salem Fire Chief