

Memorandum of Agreement (MOA)  
Between the Salem Professional Fire Fighters, Local 314, IAFF  
and the City of Salem, Oregon / Salem Fire Department (SFD)

This Memorandum of Agreement between the City of Salem, Oregon (City) and IAFF Local 314 memorializing and recognizing that with the change to a "Delta Shift" on July 1, 2024 Battalion Chiefs will no longer have the vacation flexibility that they have had. Article 4.1 B.3.b. states: "For Battalion Chiefs during this selection process, no more than one (1) Battalion Chief may select a particular vacation date".

Now therefore, the parties agree to the following:

- A. For Battalion Chiefs during this vacation selection process, (2) Battalion Chiefs may select a particular vacation date as long as there is available coverage as outlined in (C) and (D).
- B. In the event a third Battalion Chief is on "debit day" the same day, a Battalion Chief may request the day off if shift coverage allows.
- C. For shift coverage, one on duty Battalion Chief must be a career Battalion Chief unless otherwise approved by the Fire Chief or his designee.
- D. If there is a WOC Battalion Chief on duty, the Career Battalion Chief will work as Shift Commander at Station 4 unless otherwise approved by the Fire Chief or his designee.
- E. This MOA will be in effect until the delta shift trial is concluded on July 1, 2025, or if the parties agree to continue the delta shift beyond that date, until the ratification of the successor CBA.

IN WITNESS WHEREOF the City and Union have caused these presents to be executed in their respective names by their duty authorized representatives as of this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

CITY OF SALEM, OREGON

DocuSigned by:  
*Krishna Namburi* 6/24/2024  
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Krishna Namburi, Deputy City Manager

DocuSigned by:  
*Mike Niblock* 5/15/2024  
2A128009E1CC470...  
Mike Niblock, Fire Chief

LOCAL NO 314, IAFF

DocuSigned by:  
*Matt Brozovich* 5/15/2024  
16630B3C25EA477...  
Matthew Brozovich, President, IAFF Local 314