

MEMORANDUM OF UNDERSTANDING

Between City of Duluth and International Association of Fire Fighters Local 101

Parties to this agreement are the City of Duluth (“Employer”) and International Association of Fire Fighters Local 101 (“Union”):

The parties acknowledge the following:

- 1. That the Employer and Union are currently parties to a 2022-2024 collective bargaining agreement (“CBA”).
- 2. The Employer and Union want to amend the CBA to include an increase of 8% as a market adjustment in compensation for employees.

THEREFORE, in exchange and consideration of the parties’ mutual promises to each other, the Employer and Union agree as follows:

A. Effective January 1, 2024, the CBA shall be amended by adding the following:

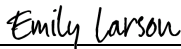
a. Article 8.1:

8.1 The monthly salaries shall be as indicated in Appendix II-IV. Effective January 1, 2022, Basic Monthly Pay shall be increased three (3) percent (3%). Effective January 1, 2023, Basic Monthly Pay shall be increased two percent (2%). Effective January 1, 2024, Basic Monthly Pay shall be increased three and one-half percent (3.5%) as a general wage increase plus an additional eight percent (8%) as a market adjustment as indicated in Appendix IV.

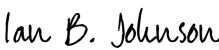
b. Appendix IV shall be updated to reflect the wage increase as described in Article 8.1

B. Except as amended herein, the terms and conditions of the CBA remain in full force and effect.


CITY OF DULUTH

DocuSigned by:


 Emily Larson
 Mayor


Attest:
 DocuSigned by:


 Ian B. Johnson
 City Clerk

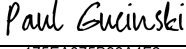
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Date: 12/21/2023

IAFF LOCAL 101

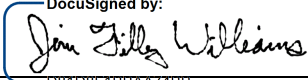
DocuSigned by:


 Adam Casillas
 Union President

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 Paul Gucinski
 Union Secretary -Treasurer

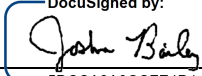
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Jim Filby Williams
Acting City Administrator

Countersigned:

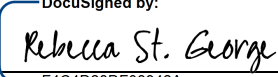
DocuSigned by:



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Josh Bailey
City Auditor

Approved as to form:

DocuSigned by:



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Rebecca St. George
City Attorney

