



**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
CITY OF SUNNYSIDE, WASHINGTON
AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS UNION LOCAL #3542**

This agreement pertains to concessions made by Local #3542 to prevent demotions or layoffs.

The Union agrees to give the City the following concessions:

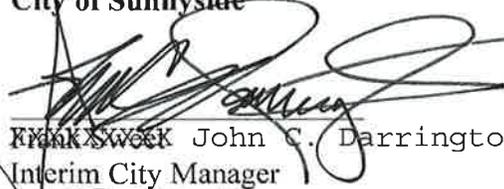
- 1.) The Union agrees to forego its COLA for 2013.
- 2.) The Union agrees to suspend the MERP plan through December 31, 2013.

In exchange for these concessions, The City agrees to give the Union the following concessions:

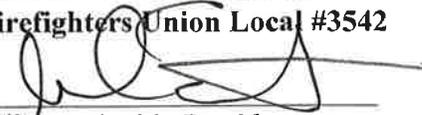
- 1.) There will be no changes to staffing or demotions for any fire department employees in 2013 with the exception of the Deputy Chief position. Lloyd Hazzard, the current Deputy Chief will retire no later than October 31, 2013.
- 2.) If there are any cuts, layoffs, demotions, or other decreases to fire department staffing beyond the Deputy Chief position on October 31, 2013, the Union will receive both the COLA and the MERP it agreed to forego retroactively to January 1, 2013.

This memorandum of understanding is in effect until the expiration of the current collective bargaining agreement, December 31, 2013. This memorandum of understanding only applies to the current members of the International Association of Firefighters local #3542.

City of Sunnyside


~~Frank Swick~~ John C. Darrington
 Interim City Manager
03 20 13
 Date

**International Association of
Firefighters Union Local #3542**


 Mike Beckwith, President
 I.A.F.F. Local #3542
3. 26. 13
 Date

CITY CONTRACT NO: A. 2013.22

RESOLUTION NO: 2013.22

COUNCIL MTG: 3.25.13