

MEMORANDUM OF AGREEMENT

The City of Pensacola (the "City") and the International Association of Firefighters, Local 707 ("IAFF"), are herein collectively referred to as the "Parties."

WHEREAS, on September 8th, 2023, the City and IAFF hereby reach this Memorandum of Agreement ("Agreement") on compensation as follows (with the understanding that additional bargaining sessions will be required as to all other matters):

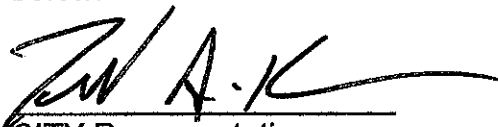
1. The Parties have agreed to the following amendments/changes to the 2020-2023 Collective Bargaining Agreement that was ratified on November 13, 2020, reflected as follows:

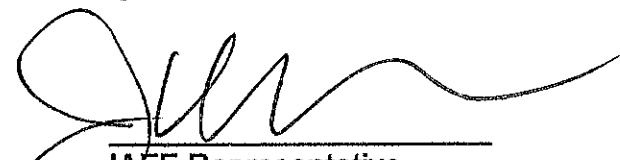
Regarding Article 10, Section 3 at page 15:

Modifying that part of page 15 that references the first paycheck of October 2023, in addition to the language stated therein, the Parties agree that each bargaining unit member shall receive an additional three (3) percent cost-of-living adjustment increase to his or her base wage.

The Parties do not address in this Agreement any other language at this time, as the Parties continue to engage in bargaining sessions regarding the collective bargaining agreement that remains in force until 11:59 pm on October 1, 2023, as stated in Article 53. No modification of Article 53 is made as a result of this Agreement.

IN WITNESS THEREOF, the parties have set their signatures on the date last written below.


CITY Representative
Ted A. Kirchharr


IAFF Representative
Joseph McCombs