

APN:

APN:

APN:

**Doc # 518082**

Recorded 3/23/2021 2:45 PM

Requested By: RECORDING

SECRETARY

Carson City - NV

Aubrey Rowlett Clerk-Recorder

Pg 1 of 5 Fee: \$0.00

Recorded By:CF

FOR RECORDER'S USE ONLY

MEMORANDUM OF UNDERSTANDING

Carson City Fire Fighters Association, International Association of Firefighters Local 2251

TITLE OF DOCUMENT

I, the undersigned, hereby affirm that the attached document, including any exhibits, hereby submitted for recording does not contain personal information of any person or persons. (NRS 239B.030)

I, the undersigned, hereby affirm that the attached document, including any exhibits, hereby submitted for recording does contain personal information of a person or persons as required by law.

State specific law: (Enter Text Here)



Signature

Cheryl Eggert – Chief Deputy Clerk

Print Name & Title

WHEN RECORDED MAIL TO:

Carson City

885 E. Musser Street, suite 1032

Carson City, NV 89701

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is made by and between Carson City, Nevada, a Consolidated Municipality ("City") and the Carson City Fire Fighters Association, International Association of Firefighters Local 2251 ("Local 2251"). City and Local 2251 may be individually referred to as "Party" and collectively referred to as "Parties."

### RECITALS:

WHEREAS, City and the Carson City Fire Department Chief's Officer's Association ("CCOA") previously entered into the Second Amended Collective Bargaining Agreement, expiring on June 30, 2020, ("CBA") governing supervisory personnel (Battalion Chiefs) in the Carson City Fire Department; and

WHEREAS, City, CCOA, and Local 2251 entered into a Memorandum of Understanding dated February 6, 2020, wherein CCOA withdrew representation of the Battalion Chief's bargaining unit, City recognized Local 2251 as the bargaining agent for the bargaining unit, and City and Local 2251 agreed to continue the CBA until June 30, 2020; and

WHEREAS, City and Local 2251 have agreed to continue the CBA until June 30, 2023, to coincide with the expiration of the Third Amended Collective Bargaining Agreement between City and Local 2251 for the non-supervisory personnel in the Carson City Fire Department, with the intent that the City and Local 2251 will then bargain over an agreement covering both the supervisory and non-supervisory bargaining units and personnel;

NOW, THEREFORE, in consideration of the mutual promises and conditions contained in this MOU, the Parties do agree as follows:

1. **Recognition of Local 2251 Representation.** City recognizes Local 2251 as the exclusive bargaining agent for all Employees in the classification or equivalent rank of Battalion Chief including but not limited to, the Operations Battalion Chief(s), Training Battalion Chief(s), and EMS Battalion Chief, and excepting all other employees in the Carson City Fire Department.
2. **Continuation of the CBA.** The CBA shall continue in effect between City and Local 2251, with Local 2251 defined as the "Association" in that agreement in place of CCOA, with the following modifications:
  - A. **Article 6. Salaries.**
    - 6.1 Effective July 1, 2020 (FY 2021), Employees will be eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A to this MOU.

6.2 Effective July 1, 2021 (FY 2022), Employees will be eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A to this MOU.

6.3 Effective July 1, 2022 (FY 2023), Employees will be eligible to receive a merit step increase plus a 3% cost of living increase. See Appendix A to this MOU.

B. Article 40. Parity. The dates in Article 40 shall be extended to June 30, 2023.

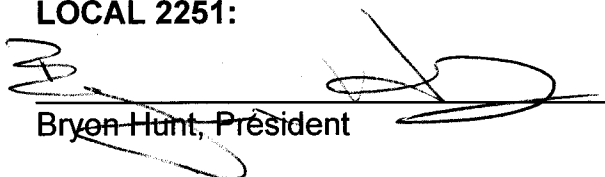
3. **Effective Date; Term.** This MOU is effective on July 1, 2020, and shall continue until June 30, 2023.

4. **Entire Agreement.** This MOU constitutes the entire agreement of the Parties and is the complete and exclusive statement of the promises, representations, negotiations, discussions, and other agreements that may have been made in connection with the subject matter hereof.

5. **Counterparts.** This MOU may be executed in counterparts, each of which shall be deemed to be an original but all of which, taken together, shall constitute one and the same agreement.

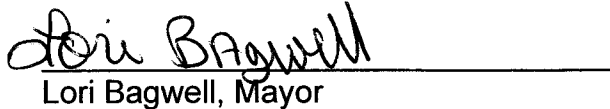
IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates written below.

**LOCAL 2251:**

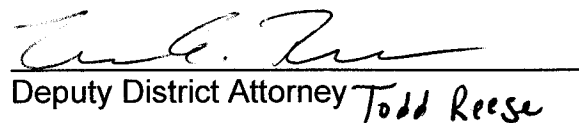
  
Bryon Hunt, President 3/11/2021  
Date

**Carson City:**


  
Sean Slamon, Fire Chief 3/11/2021  
Date

  
Lori Bagwell, Mayor 3/16/21  
Date

Approved as to form:

  
Deputy District Attorney Todd Reese 3/8/2021  
Date

Attest:

  
Aubrey Rowlett, Clerk-Recorder 3/23/2021  
Date

APPENDIX A  
 BATTALION CHIEF REG RETIREMENT (502/01)  
 BATTALION CHIEF PUBLIC SAFETY RETIREMENT (503/01)  
 FOUR STEPS AT 7.5% INCREMENTS  
 FISCAL 2021  
 3% COLA

RANK	GRADE/STEP	ANNUAL SALARY	MONTHLY SALARY	BIWEEKLY SALARY	HOURLY RATE 56 HOUR	ANNUAL SALARY	MONTHLY SALARY	BIWEEKLY SALARY	HOURLY RATE 40 HR
FIRE BATTALION CHIEF	502-01 (BC52)	105,868.88	8,822.41	4,071.88	36.3561	105,868.88	8,822.41	4,071.88	50.8985
	502-02	113,809.02	9,484.08	4,377.27	39.0828	113,809.02	9,484.08	4,377.27	54.7160
	502-03	122,344.82	10,195.40	4,705.57	42.0140	122,344.82	10,195.40	4,705.57	58.8196
	502-04	131,520.72	10,960.06	5,058.49	45.1651	131,520.72	10,960.06	5,058.49	63.2310
FIRE BATTALION CHIEF (PS)	503-01 (BC54)	106,773.73	8,897.81	4,106.68	36.6668	106,773.73	8,897.81	4,106.68	51.3333
	503-02	114,781.22	9,565.10	4,414.66	39.4166	114,781.22	9,565.10	4,414.66	55.1834
	503-03	123,390.19	10,282.52	4,745.78	42.3730	123,390.19	10,282.52	4,745.78	59.3221
	503-04	132,644.29	11,053.69	5,101.70	45.5509	132,644.29	11,053.69	5,101.70	63.7712

FISCAL 2022  
 3% COLA

RANK	GRADE/STEP	ANNUAL SALARY	MONTHLY SALARY	BIWEEKLY SALARY	HOURLY RATE 56 HOUR	ANNUAL SALARY	MONTHLY SALARY	BIWEEKLY SALARY	HOURLY RATE 40 HR
FIRE BATTALION CHIEF	502-01 (BC52)	109,044.95	9,087.08	4,194.04	37.4468	109,044.95	9,087.08	4,194.04	52.4255
	502-02	117,223.56	9,768.63	4,508.60	40.2553	117,223.56	9,768.63	4,508.60	56.3575
	502-03	126,015.16	10,501.26	4,846.74	43.2744	126,015.16	10,501.26	4,846.74	60.5842
	502-04	135,466.09	11,288.84	5,210.23	46.5200	135,466.09	11,288.84	5,210.23	65.1279
FIRE BATTALION CHIEF (PS)	503-01 (BC54)	109,976.35	9,164.70	4,229.86	37.7666	109,976.35	9,164.70	4,229.86	52.8732
	503-02	118,224.86	9,852.07	4,547.11	40.5992	118,224.86	9,852.07	4,547.11	56.8389
	503-03	127,091.72	10,590.98	4,888.14	43.6441	127,091.72	10,590.98	4,888.14	61.1018
	503-04	136,623.53	11,385.29	5,254.75	46.9174	136,623.53	11,385.29	5,254.75	65.6844

FISCAL 2023  
3% COLA

RANK	GRADE/STEP	ANNUAL SALARY	MONTHLY SALARY	BIWEEKLY SALARY	HOURLY RATE 56 HOUR	ANNUAL SALARY	MONTHLY SALARY	BIWEEKLY SALARY	HOURLY RATE 40 HR
FIRE BATTALION CHIEF	502-01 (BC52)	112,316.39	9,359.70	4,319.86	38.5702	112,316.39	9,359.70	4,319.86	53.9983
	502-02	120,740.31	10,061.69	4,643.86	41.4630	120,740.31	10,061.69	4,643.86	58.0482
	502-03	129,795.70	10,816.31	4,992.14	44.5727	129,795.70	10,816.31	4,992.14	62.4018
	502-04	139,529.96	11,627.50	5,366.54	47.9155	139,529.96	11,627.50	5,366.54	67.0817
FIRE BATTALION CHIEF (PS)	503-01 (BC54)	113,275.64	9,439.64	4,356.76	38.8996	113,275.64	9,439.64	4,356.76	54.4594
	503-02	121,771.61	10,147.63	4,683.52	41.8172	121,771.61	10,147.63	4,683.52	58.5440
	503-03	130,904.47	10,908.71	5,034.79	44.9535	130,904.47	10,908.71	5,034.79	62.9348
	503-04	140,722.24	11,726.85	5,412.39	48.3249	140,722.24	11,726.85	5,412.39	67.6549