

## MEMORANDUM OF UNDERSTANDING

## Wage Adjustment 2022-2023

This Memorandum of Understanding (MOU) is entered into by the City of Hastings and the International Association of Firefighters, Local 5113 for the purpose of implementing the wage adjustment as a result of the recent Compensation and Classification study.

**WHEREAS**, IAFF is the sole representative for firefighters for the City of Hastings Fire Department;

**WHEREAS**, the City of Hastings recently concluded the Compensation and Classification study resulting in a recommended wage adjustment for firefighters;

**WHEREAS**, the City and IAFF hereby agree to fully implement the wage adjustment to all firefighters covered by the collective bargaining agreement, as described below;

**NOW, THEREFORE, BE IT RESOLVED**, that the parties hereto agree as follows:

1. Current Firefighters:

- a. Provide a wage increase of 75% of the difference between the two scales retroactive to July 4, 2022.

Start	6 Month	12 Month	24 Month	36 Month
\$22.87	\$24.47	\$26.01	\$27.60	\$29.19

- b. Effective January 1, 2023, provide an additional market adjustment of 25% of the difference between the two scales to get to the new scale plus 3.0% Cost of Living Adjustment (COLA).

Start	6 Month	12 Month	24 Month	36 Month
\$24.03	\$25.60	\$27.20	\$28.78	\$30.36

2. New Firefighters would use the scale below starting January 1, 2023.

Start	6 Month	12 Month	24 Month	36 Month
\$24.03	\$25.60	\$27.20	\$28.78	\$30.36

3. Current Fire Inspector:

- a. Transition to new scale retroactive to July 4, 2022. If current wage is higher than appropriate step, move to the higher wage.

Start	6 Month	12 Month	24 Month	36 Month
\$31.74	\$34.15	\$36.55	\$38.96	\$41.36

- b. Wage scale effective January 1, 2023.

Start	6 Month	12 Month	24 Month	36 Month
\$34.02	\$35.29	\$37.65	\$40.81	\$42.60

4. New Fire Inspectors would use the scale below starting January 1, 2023.

Start	6 Month	12 Month	24 Month	36 Month
\$32.69	\$35.17	\$37.65	\$40.12	\$42.60

5. For lateral hires, including internal transfers between Firefighter and Fire Inspector, the City may in its discretion consider prior experience to start an employee at a step greater than "start."

Agreed this \_\_\_\_\_ day of October, 2022.

City of Hastings:

IAFF, Local No. 5113:

\_\_\_\_\_  
Mary Fasbender, Mayor

\_\_\_\_\_  
Craig Latch

\_\_\_\_\_  
Dan Wietecha, City Administrator

\_\_\_\_\_  
Kiel Kwiatkowski

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Kelly Murtaugh, City Clerk