

**MEMORANDUM OF UNDERSTANDING**

**City Policy Updates**

This Memorandum of Understanding (MOU) is entered into by the City of Hastings and the International Association of Fire Fighters, Local No. 5113 for the purpose of implementing the recently adopted City personnel policy updates.

**WHEREAS**, IAFF is the sole representative for Fire Fighters and Fire Inspectors for the City of Hastings;

**WHEREAS**, the City of Hastings recently adopted personnel policy updates that impact all employees of the City;

**WHEREAS**, the City and IAFF hereby agree to implement the personnel policy updates for all Fire Fighters and Fire Inspectors covered by the collective bargaining agreement, as described below;

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

1. Article XIV. Overtime (Effective June 5, 2023)  
Hours scheduled to work on Juneteenth will be paid at 1.5 times the regular hourly rate.
  
2. Article XV. Holidays (Effective June 5, 2023)
  - a. Firefighters shall be paid for one hundred fifty-six (156) hours holiday pay, paid by separate check no later than the first Friday after the first payday in December each year, regardless of the number of holidays actually worked.
  
  - b. Fire Inspector: Add Juneteenth (June 19)
  
3. Article XVII. Vacation (Effective June 5, 2023, not retroactive)  
Fire Fighters

Year of Service	Hours of Vacation
0-1 year	96
After 1 year	120
After 2 years	120
After 3 years	132
After 4 years	132
After 5 years	144
After 6 years	144
After 7 years	156
After 8 years	168
After 9 years	180
After 10 years	192
After 11 years	204
After 12 years	216

After 13 years	228
After 14 thru 19 years	240
After 19 years	300

## Fire Inspector

Years of Service	Hours of Vacation
0-1	88
Beginning of 2 <sup>nd</sup> year	96
Beginning of 3 <sup>rd</sup> year	104
Beginning of 4 <sup>th</sup> year	112
Beginning of 5 <sup>th</sup> year	120
Beginning of 6 <sup>th</sup> year	128
Beginning of 7 <sup>th</sup> year	128
Beginning of 8 <sup>th</sup> year	136
Beginning of 9 <sup>th</sup> year	136
Beginning of 10 <sup>th</sup> year	144
Beginning of 11 <sup>th</sup> year	144
Beginning of 12 <sup>th</sup> year	152
Beginning of 13 <sup>th</sup> year	160
Beginning of 14 <sup>th</sup> year	168
Beginning of 15 <sup>th</sup> year	176
Beginning of 16 <sup>th</sup> year	200

## 4. Article XXIII. Wages (Effective June 5, 2023, not retroactive)

## a. 23.2 Longevity

Longevity shall be payable as follows:

- 1% after five (5) years
- 2% after ten (10) years
- 3% after fifteen (15) years
- 4% after twenty (20) years

Agreed this 25<sup>th</sup> day of May, 2023.

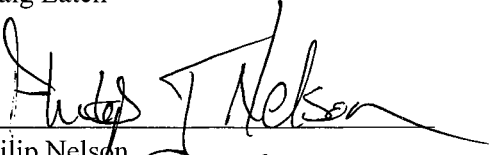
City of Hastings:

IAFF, No. 5113:

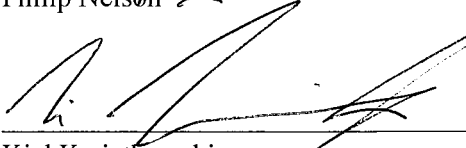
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Mary Fasbender, Mayor

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

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Dan Wietecha, City Administrator

  
\_\_\_\_\_  
Philip Nelson

\_\_\_\_\_  
Kelly Murtaugh, City Clerk

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