

**IAFF - MOU update 2019**

*The following language will be added to the current wage article from 2017 MOU's*

**WAGES**

Effective July 1, 2019, the current wage rates for employees covered by this Memorandum of Understanding to be increased shall be four (4%), which represents that portion of the Impasse Ordinance wage increase that was funded by the City Council in the FY 2020 budget.

**SIGNATURE PAGE**

IN WITNESS, WHEREOF, the parties agree and affix their signatures below on this 31st day of December, 2019 to place into effect the provisions of this Agreement.

FOR THE:

FOR THE

**IAFF ASSOCIATION**

**CITY OF MEMPHIS**

\_\_\_\_\_  
**Thomas Malone, Jr.**  
**President, Chief Negotiator**

  
\_\_\_\_\_  
**Gina Sweat, Director**  
**Memphis Fire Services Director**

\_\_\_\_\_  
**Joe Norman**  
**Vice President**

  
\_\_\_\_\_  
**Alex Smith, CHRO**  
**Division of Human Resources**

\_\_\_\_\_  
**Matthew Tomek**  
**Secretary Treasurer**

  
\_\_\_\_\_  
**Daryl Payton, Deputy Chief of Administration**  
**Division of Memphis Fire Services**

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**Gary Todd Conklin**  
**Representative**

  
\_\_\_\_\_  
**Keith Staples, Deputy Chief of Logistical Services**  
**Division of Memphis Fire Services**