

**IAFF - MOU update 2018**

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

**WAGES**

Effective July 1, 2018, the City of Memphis proposes current wage rates for employees covered by this Memorandum of Understanding to be increased by zero (0%) with a performance bonus program.

**PERFORMANCE BONUS PROGRAM**

The City of Memphis may establish a performance bonus program to reward excellent service based on performance goals set by management and subject to funding during the program year. The City of Memphis will consult with representatives of this bargaining unit prior to establishing performance goals for this program. The program year will be July 1 to June 30 during any year the program is operational. Any bonuses awarded under this program will be issued by the 15th of July after the conclusion of the program year. Performance bonuses awarded under this program shall not be subject to the grievance process. However, if an employee wishes to dispute management's assessment of the performance goals, then the employee may appeal within 5 days of notice the assessment to the Division Director or designee for a final decision.

**SIGNATURE PAGE**

IN WITNESS WHEREOF, the parties agree and affix their signatures below on this 21 day of December, 2018 to place into effect the provisions of this Agreement.

FOR THE:

**IAFF ASSOCIATION**

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

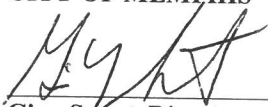
\_\_\_\_\_  
**Joe Norman**  
Vice President

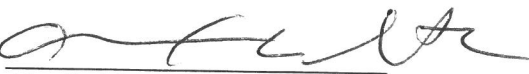
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**Matthew Tomek**  
Secretary Treasurer

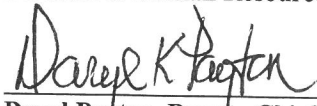
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**Gary Todd Conklin**  
Representative

FOR THE

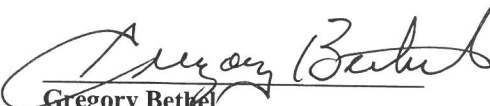
**CITY OF MEMPHIS**

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

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

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

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

  
\_\_\_\_\_  
**Gregory Bethel**  
Chief Negotiator