

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF LAKEWOOD  
AND THE IAFF LOCAL 382**

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The parties agree to extend the current terms of their 2010 to 2012 collective bargaining agreement for one year, with an expiration date of December 31, 2013. This extension shall include the continuation of all side letters and addenda attached to the current agreement except the "Mc-Too" side letter which shall be considered expired. Moreover, each of the time limits identified in Article 33, Duration, shall be amended to apply to a December 31, 2013 expiration date.

The parties agree to meet periodically in labor-management meetings throughout 2013, at agreed upon times but no fewer than 6 times, in order to discuss matters of mutual concern but not for the purpose of collective bargaining agreement negotiations. These matters could include, and the parties would agree to discuss, the City's year-to-date revenues and expenditures, 2013 and 2014 revenue forecasts, the viability of a future one-time citywide bonus, contract language meaning, and other mutually agreed upon conditions of employment.

The City agrees that, if in its negotiation of other union contracts, it negotiates (including the adoption of a fact-finder's recommendations) or the parties receive an award of a net increase in any form of monetary compensation, or modifications (better or worse) to the health insurance plan-design or premium contributions (Article 16), these modifications will be applied to this bargaining unit.

**For the City of Lakewood:**

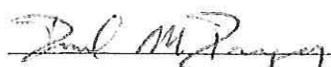
  
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3/1/13  
Date

  
MAYOR

April 2, 2013  
Date

**For IAFF Local 382:**

  
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3/1/13  
Date