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MEMORANDUM OF AGREEMENT
TO ADDRESS HOLIDAY PAYMENT AND LONGEVITY PAYMENT

This Memorandum of Agreement ("MOA") is entered into by and between the City of Westerville ("City") and the Westerville Firefighters IAFF Local 3480 ("IAFF").

WHEREAS, the collective bargaining agreement ("CBA") between the City and the IAFF currently provides that qualifying Members will be paid holiday pay and longevity pay on the first payday of November and December, respectively; and

WHEREAS, the City and the IAFF agree that it is mutually beneficial for a more flexible range of dates within which holiday pay and longevity pay can be delivered to qualifying Members in 2013; and

WHEREAS, the City and the IAFF do not desire to disturb the other provisions regarding holiday pay and longevity pay set forth in Articles 22 and 28 of the CBA;

NOW, therefore, the City and the IAFF hereby agree as follows:

1. In the event a Member chooses to receive payment for unused holiday time, the City shall not be required to deliver such holiday payment on the first payday of December. The Holiday payment for 2013 will be delivered to the Member on November 27, 2013.

2. Additionally, the City shall not be required to deliver longevity payments on the first payday of November. Instead, the City shall deliver 2013 longevity payments to qualifying Members on November 8, 2013.

3. At this time, the parties agree that all other provisions of Article 22 and Article 28 will remain in force as set forth in the CBA, except as modified by this MOA.

4. The parties agree that this MOA is jointly created and drafted. This MOA sets forth the entire agreement between the City and the IAFF on this subject and supersedes prior agreements, if any, between the parties regarding this matter.

This one (1) page MOA has been signed and dated by the authorized representatives of the City and the IAFF.

10/31/13	10/27/13
For the City Date	For the Local Date