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Memorandum of Agreement
Between the City of Hamilton, Ohio and the
International Association of Firefighters, Local 20

The following is a Memorandum of Agreement between the City of Hamilton, Ohio (the "City") and the International Association of Firefighters, Local 20 (the "Union") (collectively, the "Parties").

Whereas, the City and the Union are parties to a collective bargaining agreement effective December 12, 2013 through December 31, 2015 (the "Agreement"). It is the intent and purpose of this Memorandum of Agreement to modify the Agreement as set forth below.

The Parties agree that the Agreement shall be modified as follows:

- Article 23 – Sick Leave, Section 3 – Special Provisions – Sick Leave Conversion at Retirement, Death, Paragraph A shall be replaced by the following language.

A. Upon retirement, employee-members hired before May 1, 1994 shall be eligible to receive a cash payment based upon seventy-five percent (75%) of the value of accumulated sick leave, which for purposes of this benefit, shall not exceed a total of twelve hundred (1,200) hours for those whose normal work schedule is forty (40) hours, and one thousand six hundred and eighty (1,680) hours for those employees whose average work schedule exceeds forty (40) hours per week. Employees hired on or after May 1, 1994 shall be eligible to receive a cash payment upon retirement equal to twenty-five percent (25%) of the total value of accumulated sick leave, which for the purposes of the benefit in this sentence only, sick leave accumulation shall be unlimited and not subject to the maximum accumulation provisions in this Section 3 of Article23.

The Parties agree and understand that all other provisions of the Agreement will continue except as provided above unless otherwise agreed to in writing signed by both Parties.

For IAFF, Local 20:

5/5/15

Brian Ruhl — Date
President

5-5-15

Dean Mason — Date
Vice-President

For the City of Hamilton, Ohio:

5/5/15

Joshua A. Smith — Date
City Manager

Approved as to Form:

5/5/15

Heather S. Lewis — Date
Law Director