

MEMORANDUM OF AGREEMENT

It is hereby agreed by and between the negotiating team for the City of Beacon (the "City") and the Beacon Permanent Firefighters Association, Inc., Local 3490 International Association of Firefighters (the "IAFF") that, subject to ratification by the City Council of the City of Beacon, and the membership of the IAFF, the following shall constitute the successor to the terms and conditions of the January 1, 2014 – December 31, 2017 agreement between the parties (the "Agreement").

- Term of Agreement

January 1, 2018 to December 31, 2019.

- Article IV, Salaries

Section 1

Add 2.50% to each employee's base salary retroactive to January 1, 2018.

Add 2.50% to each employee's base salary effective January 1, 2019.

The salary schedule shall follow the same configuration as set forth in Article IV of the 2014-2017 Agreement.

Salary increases shall go into effect within thirty (30) days after the Union executes the January 1, 2018 through December 31, 2019 Collective Bargaining Agreement and delivers it to the City Administrator.

Retroactive increase payments shall be made within thirty (30) days after the Union executes the January 1, 2018 through December 31, 2019 Collective Bargaining Agreement and delivers it to the City Administrator.


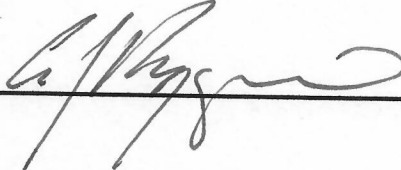
Section 8 (new section)

All employees are required to receive their salary, and all other payments due under the CBA, via direct deposit.

EMP

All other terms of the 2014-2017 Agreement not expressly modified above shall remain unchanged in the new Agreement.

Dated: February 1, 2018

For the IAFF Negotiating Team	For the City Negotiating Team
Eric Jensen President L3440 	 City Administrator