

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“MOA”) is entered into this 7th day of December 2022, by and between the Lexington-Fayette Urban County Government (the “LFUCG”) and the Lexington Professional Firefighters IAFF Local 526, representing the Firefighters, Lieutenants and Captains (the “Union”). These parties will collectively be referred to as the “Parties.”

WHEREAS, LFUCG and the Union are parties to a collective bargaining agreement (“CBA”), which is effective from July 1, 2021 to June 30, 2024; and

WHEREAS, due to labor shortages, the Lexington Division of Fire and Emergency Services has operated below full staffing levels and has experienced retention and recruiting challenges; and

WHEREAS, the parties desire to address the retention and recruiting challenges faced by the division; and

WHEREAS, the Parties believe that the modifications made to the CBA herein will address intend to modify the CBA with respect to the salary schedules attached to the CBA as Appendixes A and B.

NOW THEREFORE BE IT RESOLVED THAT, in exchange for the mutual consideration contained herein the parties agree to the following:

1. LFUCG agrees to increase the base pay rate of each of the salaries listed in the CBA by an amount of \$5,500.00. This is reflected in the revised Appendixes A and B, which are attached hereto and incorporated herein by reference and replace the current Appendixes in its entirety. This increase will go into effect the first full pay period following January 1, 2023.
2. The term of the contract is extended one full year to expire on June 30, 2025. As reflected in the revised Appendixes a 2.5% pay raise will go into effect the first full pay period following July 1, 2024.
3. With the exception of the agreements set forth in this MOA, all other provisions of the CBA and previous MOA currently in effect between the Parties shall remain in full force and effect for the terms of the CBA and no other agreements shall serve to alter the provisions of the CBA unless agreed to, in writing, between the parties hereto.

For the LFUCG:



Mayor, Linda Gorton

For the Union:



Kevin Pletzke