

## Memorandum of Agreement

LFUCG and FOP Lodge #83

January 20, 2023

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The Parties agree as follows:

1. LFUCG agrees to provide a base wage increase to all members in the amount of \$7,500. This increase will become effective the first full pay period following ratification by LFUCG Council.
2. LFUCG shall be permitted to re-hire former DCC employees, on a part-time, temporary basis, former DCC employees who retired or separated in good standing to serve in limited roles, as determined by the Director. The parties agree that the temporary re-hiring of part-time retired or former employees is intended to address immediate full-time staffing deficiencies and that this measure is not intended to serve as a replacement or permanent substitute for current staffing vacancies at DCC. Unless otherwise agreed by the Parties, LFUCG's right to hire part-time staff, as provided herein, shall automatically expire three hundred and sixty (360) days after the ratification of the MOA by LFUCG Council.
3. All new full-time employees may be placed on the appropriate wage step based upon their work experience in the sole discretion of LFUCG. For all benefits that are based upon seniority, seniority will be determined as the length of time employed by LFUCG in the DCC.
4. The Parties agree to allow supervisory staff to fill in overtime positions, when necessary, as determined by LFUCG. LFUCG agrees to only use supervisors to fill overtime positions when no members are available to work the overtime position. The members will be placed in positions in which they are qualified, in the discretion of LFUCG.

Michael D. Harris

For the FOP

Linda Gorton

For LFUCG