

**AMENDMENT TO MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF PEORIA, ARIZONA
AND
UNITED PHOENIX FIRE FIGHTERS ASSOCIATION LOCAL 493**

This Amendment to the Memorandum of Understanding is made on this 1st day of July, 2009, between the City of Peoria, Arizona ("City") and the United Phoenix Fire Fighters Association Local 493 ("Employee Organization").

RECITALS

WHEREAS, the Mayor and Council of the City have entered into a Memorandum of Understanding with the Employee Organization dated June 4, 2008 (hereinafter "Memorandum") governing the terms and conditions of work for the employee organization represented by the United Phoenix Fire Fighters, Local 493 as provided under the Peoria City Code, and

WHEREAS, the City and the Employee Organization desire to amend the Memorandum.

Therefore, the parties in consideration of the covenants and conditions to be performed by the City and the Employee Organization set forth in the Memorandum, the Parties agree to amend the Agreement as follows:

Section 2. Amendment to Article Three.

Article Three - Wages shall be amended to read as follows:

- A. Paragraph 5 of Article 3 – Wages shall be deleted in its entirety. Employee may voluntarily continue to contribute to their deferred compensation program to the extent permitted by the Internal Revenue Code of 1986, as amended.

Section 3. Amendment to Article Twelve.

Article Twelve – Uniform, Clothing and Equipment Allowance shall be amended to read as follows:

- A. Employees will receive four hundred ninety-eight dollars (\$498) per annum for reimbursement of reasonable expense for cost, maintenance and cleaning of uniforms, clothing and equipment. Two hundred forty-nine dollars will be paid on or about August 1 and February 1, of each MOU Year.

Section 4. Amendment to Article Thirteen.

Article Thirteen – Paid and Unpaid Leaves shall be amended to read as follows:

LCON13808B

A. 1. Vacation Leave

All full-time employees working twenty-four (24) shift days will earn vacation leave as outlined in the following schedule:

<u>Years of Employment</u>	<u>Hours Accrued Per Year</u>
1-4	108
5-9	122
10-14	156
15-19	212
20+	260

Paragraphs 2 – 9 remain unchanged

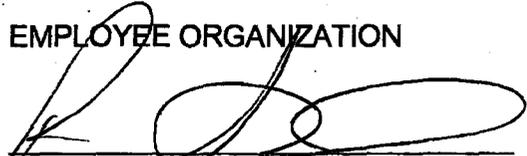
Section 5. Full Force and Effect Provision.

City and Employee Organization agree that the items covered by this amendment shall become effective on July 1, 2009.

City and Employee Organization agree that except solely as modified above, changed and amended, the terms, conditions, and provisions of the Memorandum and subsequent amendments thereto, shall continue in full force and effect and shall apply to, and shall govern, this amendment of the Memorandum.

In Witness Whereof, the parties execute this agreement on the date set forth above.

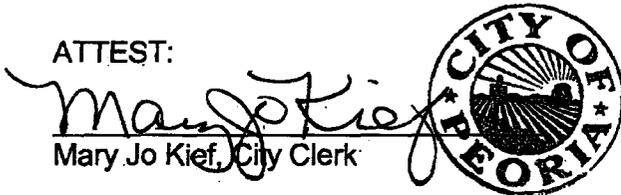
EMPLOYEE ORGANIZATION


By: Ron Singleton
Its: President

CITY OF PEORIA, Arizona


Carl Swenson, City Manager

ATTEST:


Mary Jo Kief, City Clerk



APPROVED AS TO FORM:


Stephen M. Kemp, City Attorney