

June 30, 1974
MEMORANDUM OF UNDERSTANDING

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

It is hereby agreed by and between the City of Holland and I.A.F.F. and M.S.F.F., Local 759, by their duly authorized representatives that the following changes in the terms and conditions of employment shall be applicable to Fire Department full time personnel excluding the Chief and his Deputy.

1. 4% general increase in wages effective July 1, 1973.

2. A longevity pay plan will be provided subject to the following conditions:

A. The formula for longevity pay shall be:

2% of \$8000 for 5 years full time seniority
4% of \$8000 for 10 years full time seniority
6% of \$8000 for 15 years full time seniority
8% of \$8000 for 20 years full time seniority

B. Years of service to be based on total years accumulated from date of hire as full time fire-fighters up to July 1 of each year, considering consecutive service only.

C. Longevity pay to be paid in a lump sum annually within fourteen (14) days of December 1; and

D. Payment is dependent on receiving satisfactory or "standard" rating on annual performance review made once a year between January 1 and March 1 by the employee's assigned supervisor using the performance rating forms and format used by the Holland Police Department.

3. The City will request the Civil Service Study Group to evaluate the request of the firefighters for a separate classification of "driver-engineer" and will provide all available information to study team regarding this request.

In the event the Study Committee concludes in its study that the classification structure should be changed

*City of Holland
Office of the City Manager
Holland, Mich.*

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to provide a driver-engineer classification, the City will meet with the firefighters' representatives to negotiate an agreement as to how to implement any such recommendations as well as a timetable for implementing such recommendations.

4. The income protection plan adopted by the City in the budget resolution of May 2, 1973, shall be extended to personnel of the Fire Department with one-third (1/3) of the applicable premium to be paid by the City and two-thirds (2/3) of the applicable premium to be paid by the covered employee through payroll deductions.

Except as stated above, there shall be no other increase or improvements required in the pay plan or benefits applicable to the personnel covered by this Memorandum of Understanding for the duration of this Agreement.

This Agreement shall remain in full force and effect until the end of the day on June 30, 1974.

Negotiations regarding possible changes in terms and conditions of employment applicable to employees covered by this Agreement shall commence no later than December 1, 1973 to enable the parties opportunity to negotiate an Agreement as early as possible to succeed this Memorandum of Understanding.

Paul Van Loo

For I.A.F.F. and M.S.F.F. Local 759

Date: August 31, 1973

William H. Smith

For the City of Holland

Date: Aug. 31, 1973