

01-01-2025 through 12-31-2027

LABOR AGREEMENT
BETWEEN
THE CITY OF MOORHEAD
AND
International Association of Firefighters
LOCAL 1323

Expiration Date: December 31, 2027

Table of Contents

Article I.	Purpose of Agreement.....	1
Article II.	Recognition.....	1
Article III.	Definitions	1
Article IV.	Employer Security.....	2
Article V.	Employer Authority	2
Article VI.	Union Security	2
Article VII.	Employee Rights - Grievance Procedure.....	3
Article VIII.	Savings Clause	5
Article IX.	Seniority	6
Article X.	Discipline	6
Article XI.	Constitutional Protection	7
Article XII.	Overtime and Call-Back Time.....	7
Article XIII.	Hours/Work Schedule	7
Article XIV.	Vacations - Holidays:	8
Article XV.	Working Out of Classification	9
Article XVI.	Insurance	9
Article XVII.	Uniform Allowance	10
Article XVIII.	Sick Leave	10
Article XIX.	Funeral Leave	12
Article XX.	Injury on Duty Time	12
Article XXI.	Medical Examinations	13
Article XXII.	Physical Fitness.....	13
Article XXIII.	Base Pay Structure	13
Article XXIV.	Waiver	13
Article XXV.	Duration	14
Appendix A		15
Appendix B		16
Appendix C		17

LABOR AGREEMENT BETWEEN
THE CITY OF MOORHEAD
AND
International Association of Firefighters
(IAFF) Local 1323
January 1, 2025 through December 31, 2027

Article I. Purpose of Agreement

This Agreement is entered into as of the 1st day of January, 2025, between the City of Moorhead, hereinafter called the Employer, and International Association of Firefighters Local 1323, hereinafter called the Union. It is the intent and purpose of this Agreement to:

- 1.1 Establish procedures for the resolution of disputes concerning Agreement's interpretation and/or application; and
- 1.2 Place in written form the parties agreement upon term and conditions of employment for the duration of this Agreement.

Article II. Recognition

- 2.1 The Employer recognizes the Union as the exclusive representative under the Minnesota Public Employee Labor Relations Act of 1971 and amendments thereto. The following job classifications will be covered under this Agreement:

Fire Fighter
Fire Captain
Assistant Fire Marshal
Fire Marshal
Community Risk Reduction & Training Coordinator

- 2.2 In the event the Employer and the Union are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

Article III. Definitions

- 3.1 UNION: International Association of Firefighters, Local 1323.
- 3.2 UNION MEMBER: A member of International Association of Firefighters, Local 1323.
- 3.3 EMPLOYEE: A member of the exclusively recognized bargaining unit.
- 3.4 EMPLOYER: The City of Moorhead.
- 3.5 DEPARTMENT: The Moorhead Fire Department.

- 3.6 CHIEF: The Chief of the City of Moorhead Fire Department.
- 3.7 UNION OFFICER: Officer elected by International Association of Firefighters, Local 1323.
- 3.8 OVERTIME: Work performed at the direction of the Employer in excess of the employee's scheduled shift.
- 3.9 DUTY ASSIGNMENT: Duty assignments are defined as the type or nature of work assigned to any employee covered under this Labor Contract.
- 3.10 CALL-BACK: The calling of off duty personnel to respond to an emergency call to backfill the stations or respond to the scene.

Article IV. Employer Security

- 4.1 The Union agrees that during the life of this Agreement it will not cause, encourage, participate in or support any strike, slowdown or other interruption of or interference with the normal functions of the Employer.

Article V. Employer Authority

- 5.1 The Employer retains the full and unrestricted right to operate and manage all staffing, facilities and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of personnel; and to perform any inherent managerial function not specifically limited by this Agreement.
- 5.2 Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish or eliminate.

Article VI. Union Security

- 6.1 The Employer shall deduct from the wages of employees who authorize such a deduction in writing an amount necessary to cover monthly Union dues. Such monies shall be remitted as directed by the Union.
- 6.2 The Union may designate employees from the Bargaining Unit to act as Union representative and shall inform the Employer in writing of such choices and changes in the position of Union representative.
- 6.3 The Employer shall make space available on the employees' bulletin board for the posting of Union notice(s) and announcement(s).
- 6.4 Employees elected to Union Office shall be granted four shifts, collectively, each calendar year to attend Union activities, without loss of pay. No more than four shifts

combined and collectively among such employees shall be granted for Union activities as granted by the Chief per Union request.

- 6.5 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

Article VII. Employee Rights - Grievance Procedure

7.1 Definition of a Grievance:

A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement.

7.2 Union Representatives:

The Employer will recognize Representatives designated by the Union as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The Union shall notify the Employer in writing of the names of such Union representatives and of their successors when so designated as provided by Section 6.2 of this Agreement.

7.3 Processing of a Grievance:

It is recognized and accepted by the Union and the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and a Union Representative shall be allowed a reasonable amount of time without loss of pay when a grievance is investigated and presented to the Employer during normal working hours provided that the Employee and the Union Representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the Employer.

7.4 Procedure:

Grievances, as defined by Section 7.1, shall be resolved solely in conformance with the following procedure:

Step 1. An Employee claiming a violation concerning the interpretation or application of this Agreement shall provide, within twenty-one (21) calendar days after such alleged violation has occurred, the following in writing to the Employee's Supervisor as designated by the Employer: the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the remedy requested.

The employee will meet and discuss such grievance with the Employee's Supervisor as designated by the Employer on a mutually agreed upon future date. The Employer designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after the meeting. A

grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, the remedy requested, and shall be appealed to Step 2 by providing it to the Employer designated Step 2 representative within ten (10) calendar days after the Employer designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within ten (10) calendar days shall be considered waived.

Step 2. If appealed, the Union will meet and discuss such grievance with the Employer designated Step 2 representative on a mutually agreed upon future date. The Employer designated representative shall give the Union the Employer's Step 2 answer in writing within ten (10) calendar days after the meeting. A grievance not resolved in Step 2 may be appealed to Step 3 by providing it to the Employer designated Step 3 representative within ten (10) calendar days following the Employer designated representative's final answer in Step 2. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

Step 3. If appealed, the Union will meet and discuss such grievance with the Employer designated Step 3 representative on a mutually agreed upon future date. The Employer designated representative shall give the Union the Employer's answer in writing within ten (10) calendar days after the meeting. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the Employer designated representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the Union within ten (10) calendar days shall be considered waived.

Step 3A. If the grievance remains unresolved at Step 3, either party may submit the grievance to mediation with the State of Minnesota, Bureau of Mediation Services, within 10 calendar days after the Employer designated Step 3 representative's answer in Step 3. Submitting the grievance to mediation preserves and tolls the timelines to Step 4 of the grievance procedure.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by the Union shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971 and amendments thereto. The selection of an arbitrator shall be made by requesting a list of seven arbitrators from the Bureau of Mediation Services which the parties will alternately strike names from until only one name remains who will be the selected arbitrator. Which party begins the striking process must be made by mutual agreement or a coin flip.

7.5 Arbitrator's Authority:

- A. The arbitrator shall have no right to amend, modify, nullify, ignore,

add to, or subtract from the terms and conditions of this Agreement. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the Employer and the Union, and shall have no authority to make a decision on any other issue not so submitted.

- B. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented.
- C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings the cost shall be shared equally.

7.6 Waiver:

If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or any appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the Employer and the Union in each step.

7.7 Choice of Remedy:

If the event giving rise to the grievance is appealed, contested, or challenged through any procedure other than the grievance procedure in this Article at any time, the matter is not and will no longer be subject to the grievance procedure in this Article nor arbitration under such procedure.

Article VIII. Savings Clause

- 8.1 This Agreement is subject to the laws of the United States, and the State of Minnesota. In the event any provision of this Agreement shall be held to be contrary

to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provisions shall be voided. All other provisions shall continue in full force and effect. The voided provisions may be renegotiated at the written request of either party. All other provisions of this Agreement shall continue in full force and effect.

Article IX. Seniority

- 9.1 Seniority shall be determined by the Employee's length of continuous service with the Fire Department. Seniority within the Department shall commence on the date on which an employee is hired. In the event more than one employee is hired on the same date, seniority shall be determined by the final score on the entrance process.
- 9.2 During the one (1) year probationary period a newly hired or rehired employee may be discharged at the sole discretion of the Employer. During the six (6) month probationary period, a promoted or reassigned employee may be returned to their previous position. For cause, the probationary period of a promoted or reassigned employee may be extended up to an additional six (6) months.
- 9.3 A reduction of work force will be accomplished on the basis of seniority. Employees shall be recalled from layoff on the basis of seniority. An employee on layoff shall have an opportunity to return to work within two years of the time of his or her layoff before any new employee is hired, except that, any employee on layoff who is notified by registered mail to return to work and fails to do so on the first work day two weeks after date of notice shall be considered to have voluntarily terminated employment with the Employer.
- 9.4 Service in grade is determined by the date of promotion. If more than one employee is promoted on the same day, seniority shall be determined by the final score on the promotion process.
- 9.5 Length of service on any shift or any duty assignment shall not be considered for the purpose of seniority. No employee is entitled, as a matter of right, to any duty assignment solely because of seniority. Seniority may be considered by a superior officer in making duty assignments, but no superior officer is required to give consideration to seniority.
- 9.6 The selection of vacation days or days off shall be determined by seniority.

Article X. Discipline

- 10.1 The Employer will discipline employees for just cause only. Discipline will be in one of the following forms but not necessarily in sequential order based upon just cause, severity of incident in questions, and employment history.

Discipline will be in the form of:

- a) Documented oral reprimand;
- b) Written reprimand;
- c) Suspension;
- d) Demotion; or
- e) Discharge

10.2 Suspensions, demotions and discharges will be in written form.

10.3 Written reprimands, notices of suspensions, and notices of discharge to become part of an employee's personnel file shall be provided to the Employee with a copy provided to the Union. Employees may examine their own individual personnel files at reasonable times under the direct supervision of the Employer.

10.4 Employees will not be questioned concerning an investigation of disciplinary action involving suspension, demotion, or discharge unless the employee has been given an opportunity to have a Union representative present at such questioning.

Article XI. Constitutional Protection

11.1 Employees shall have the rights granted to all citizens by the United States and Minnesota State Constitutions.

Article XII. Overtime and Call-Back Time

12.1 Call-back overtime for employees assigned to 56-hour work weeks shall be paid at two and one tenth (2.1) times the normal hourly rate, with a minimum payment for call-back of two (2) hours pay.

12.2 Call-back for employees assigned to 40-hour work weeks shall be paid at one and one-half (1 ½) times the normal hourly rate with a minimum payment for call-back of two (2) hours pay.

12.3 Overtime for employees assigned to 56-hour work weeks shall be paid at two and one tenth (2.1) times the normal hourly rate for the following assignments: mandatory meetings, mandatory training, extension of duty, and emergency situations for which the Mayor has declared an official state of emergency declaration and has been consented to by the Moorhead City Council. All other overtime for employees assigned to 56-hour work weeks shall be paid at one and one-half (1 ½) times the normal hourly rate. Management reserves the right to determine what is considered mandatory if not specifically cited above.

12.4 Overtime for employees assigned to 40-hour work weeks shall be paid at one and one-half (1 ½) times the normal hourly rate.

Article XIII. Hours/Work Schedule

13.1 The sole authority in the work schedule is the Employer.

- 13.2 When a vacancy exists on a shift, employees may bid to change shifts. The Fire Chief has sole authority to make shift assignments .

Article XIV. Vacations - Holidays:

- 14.1 Fire Department employees who work a twenty-four (24) hour day shall compute vacation and holidays combined in the following schedule, to be awarded in January of each year. In the year of each stated anniversary, the days will be awarded, with the first year being pro-rated from the Employees start date.

Anniversary Year

1st through 9 th :	11 working days each calendar year (264)
In the 10 th :	14 working days (336)
In the 15 th and 16 th :	15 working days (360)
In the 17 th and 18 th :	16 working days (384)
In the 19 th and over:	17 working days (408)

- 14.2 Fire Department employees who normally work an eight (8) hour day shall earn vacation at the following rate:

Zero through 5 years	80 hours of vacation each calendar year
In the 6 th year	88 hours of vacation
In the 7 th year	96 hours of vacation
In the 8 th year	104 hours of vacation
In the 9 th year	112 hours of vacation
In the 10 th year	120 hours of vacation
In the 16 th year	128 hours of vacation
In the 17 th year	136 hours of vacation
In the 18 th year	144 hours of vacation
In the 19 th year	152 hours of vacation
In the 20 th year	160 hours of vacation
In the 21 st year	168 hours of vacation
In the 22 nd year	176 hours of vacation
In the 23 rd year	184 hours of vacation
In the 24 th year	192 hours of vacation
In the 25 th year	200 hours of vacation

- 14.3. Maximum accumulation of vacation shall be two hundred eighty (280) hours. A minimum of forty (40) hours shall be taken by all employees during each calendar year. All vacations must be scheduled and approved by the Fire Chief.
- 14.4 Employees working fifty-six (56) hour weeks may carry over up to 48 vacation hours to be used on or before December 31 of the following year. Employees working forty (40) hour weeks are not allowed to accumulate more than two hundred eighty (280) hours of vacation. Whenever an employee accumulates more than two hundred eighty (280) hours, each hour so accumulated will be placed in the deferred sick leave

bank.

14.5 Upon leaving employment with the City, employees are paid for unused vacation computed to the nearest hour based on their hourly wage at the time of termination.

14.6 Fire Department employees who normally work an eight (8) hour day shall receive the following paid holidays:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Christmas Eve Day
Juneteenth	Christmas Day
Independence Day	

14.7 If New Year's Day, Juneteenth, Independence Day or Veteran's Day falls on a Saturday, the preceding day will be a holiday. If New Year's Day, Juneteenth, Independence Day, Veteran's Day or Christmas Day falls on a Sunday, the following day will be a holiday.

14.8 If Christmas Eve day falls on a Saturday or Sunday or Christmas Day falls on a Saturday, an additional holiday shall be scheduled at a time approved by the Employer.

14.9 Each employee shall be compensated at a rate of one and one-half (1 ½) times their normal rate of pay for all hours of work performed on the ten following actual day of the holidays upon ratification of this contract.

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Christmas Eve Day
Juneteenth	Christmas Day
Independence Day	

Article XV. Working Out of Classification

15.1 Any employee covered by this Agreement who is required to accept the responsibilities and carry out the duties of any officer position shall be paid an amount equivalent to 5% of their base pay for each hour that the employee is filling in for supervisor. This pay will not apply to nor be used to determine any other pay specified in this Agreement.

Article XVI. Insurance

16.1 Employees agree to accept the same employer contribution for health insurance per employee per month as is established for the Professional, Supervisory and

Management employees in the City of Moorhead.

- 16.2 The Employer will provide and pay for a Term Life Insurance policy, including accidental death and dismemberment, in the amount of \$15,000.00 for each Fire Fighter and Fire Captain covered under this Agreement. In addition, these Employees shall have the option, at the Employee's own expense, to buy additional insurance, with evidence of insurability. The option to purchase additional life insurance can be done at any time with evidence of insurability.
- 16.3 The Employer and Union will meet and negotiate while this contract is still in force and effect any component of group health insurance specifically addressed in the Agreement or otherwise requiring meeting and negotiation and negotiating if changing, establishing or eliminating such component is necessary to comply with the law or the effects of such law on the component are substantial as determined by either party.

Article XVII. Uniform Allowance

- 17.1 Each employee is allowed \$550 in 2025, \$560 for 2026 and \$570 for 2027 for the purchase and maintenance of required uniforms.
- 17.2 The Employer shall furnish, at no cost to the employee, the following:
- First issuance of the official required duty uniform(s) to all new hires.
 - First issuance of new style official required duty uniform(s), as determined by the Fire Chief to all current employees.
- 17.3 This allowance shall be excluded from employee wages per IRS rules. The employer may purchase employer-required clothing or uniforms on behalf of the employee from employer-selected vendors and/or periodic allowance payments made to the employee for the purchase and maintenance of specific articles of employer-required uniforms which are not adaptable to general use, and are not worn for general use, and the employee substantiates the expense.
- 17.4 New employees shall receive a pro-rata share of the allowance based on the number of months of service prior to the end of the calendar year in which they were employed.
- 17.5 All protective clothing or protective devices required of employees in the performance of their duties shall be furnished without cost to the employees by the Employer.

Article XVIII. Sick Leave

- 18.1 Employees who work twenty-four (24) hour shifts shall accumulate sick leave from their first day of employment at a rate of one (1) day per month, until reaching a

maximum of two thousand eight hundred eighty (2880) hours. When the total of two thousand eight hundred eighty (2880) hours has been accrued, each twenty-four (24) hours earned thereafter, but still maintaining the two thousand eight hundred eighty (2880) hour total, shall be divided, with three-fourths (3/4) hour put into a deferred sick leave bank, to be used only after the two thousand eight hundred eighty (2880) hours of regular sick leave has been depleted, and the other one-fourth (1/4) hour to be used as additional vacation the following year. Additional vacation is calculated 12 – 35 hours = 1 shift, 36– 59 hours = 2 shifts, and 60 – 72 hours = 3 shifts.

- 18.2 Sick leave shall be charged in the following manner. An employee on sick leave for one (1) working day shall be charged one (1) sick day. An employee on sick leave for two (2) working days shall be charged three (3) sick days. (The two (2) he or she should have been on duty plus the day in between). No sick leave shall be charged for his or her regular four (4) days off.
- 18.3 Sick leave shall be charged in the following manner for employees with partial sick leave days. An employee who is sick for a minimum of twelve (12) hours or more to the end of a shift and who is sick a minimum of twelve (12) or more hours at the beginning of the next shift shall have partial sick leave charged for the day in between a working day. Partial sick leave for the day in between a working day shall be calculated by adding the sick leave hours together with the overall total sick hours divided by two (2). No sick leave shall be charged for his or her regular four (4) days off.
- 18.4 Employees shall be compensated in cash at their regular rate of pay, for any unused accumulation of sick leave when they are permanently separated from service by retirement or death only. An employee working eight (8) hour shifts will be paid one-half (1/2) their accumulated sick leave. An employee working twenty-four (24) hour shifts will be paid up to 672 hours, or the remaining sick leave balance if the remaining hours do not equate to 672 hours. Employees retiring with twenty (20) years of service, regardless of age, will be compensated in the above manner. Employees shall not be entitled to cash payment for unused second sick bank upon their termination of employment, regardless of the reason.
- 18.5 Employees who work eight (8) hour shifts shall accumulate sick leave from their first day of employment on the basis of eight (8) hours of leave for each month of service, with a maximum allowable accumulation of nine hundred sixty (960) hours. When this total accumulation has been accrued, each hour earned thereafter, but still maintaining the deferred sick leave bank, to be used only after the nine hundred sixty (960) hours of regular sick leave have been depleted, and the other one-half (1/2) hour to be used as additional vacation the following year, provided that the total hours of extra vacation earned plus the total hours of regular vacation to be earned during the following year do not exceed two hundred (200) hours.
- 18.6 An Employee who has exhausted all accumulated sick leave, may be granted a leave of absence without pay not to exceed two (2) years without loss of seniority. At each six (6) month period the City shall review each case and determine whether leaves

shall be continued for the total two (2) years. A doctor's report will be required each six (6) month period.

Article XIX. Funeral Leave

- 19.1 Employees who work twenty-four (24) hour shifts shall be allowed up to three (3) scheduled working days with pay, not to be deducted from sick leave, and up to an additional two (2) scheduled working days to be charged to sick leave in the event of a death of a parent, sibling, spouse, child, grandchild, grandparent, step-parent, mother-in-law, father-in-law, son-in-law, daughter-in-law, or member of household.
- 19.2 Employees who work twenty-four (24) hour shifts shall be allowed up to one (1) scheduled working day with pay, not to be deducted from sick leave, and up to an additional two (2) scheduled working days to be charged to sick leave, in the event of a death of a brother-in-law, sister-in-law, aunt, or uncle.
- 19.3 Employees who work twenty-four (24) hour shifts shall be allowed sick leave of not more than one (1) scheduled working day in the event of the death of a first cousin, niece, or nephew.
- 19.4 Employees who work eight (8) hour shifts shall be allowed up to five (5) scheduled working days with pay, not to be deducted from sick leave, and up to an additional five (5) scheduled working days to be charged to sick leave in the event of a death of a parent, sibling, spouse, child, grandchild, grandparent, step-parent, mother-in-law, father-in-law, son-in-law, daughter-in-law, or member of household.
- 19.5 Employees who work eight (8) hour shifts shall be allowed up to two (2) scheduled working days with pay, not to be deducted from sick leave, and up to an additional five (5) scheduled working days to be charged to sick leave, in the event of a death of a brother-in-law, sister-in-law, aunt, or uncle.
- 19.6 Employees who work eight (8) hour shifts shall be allowed sick leave of not more than one (1) scheduled working day in the event of the death of a first cousin, niece, or nephew.

Article XX. Injury on Duty Time

- 20.1 In the event that an employee is injured and permanently or temporarily disabled while in the line of duty, or the employee suffers from sickness caused on the job, he or she shall be charged sick leave for up to the first five (5) scheduled work days prorated with Worker's Compensation so the employee will receive a full week's earnings. Thereafter he or she shall receive his or her normal compensation for his or her classification for a maximum of one year less any Worker's Compensation Benefits paid to the employee.
- 20.2 Sick leave charged for up to the first five (5) scheduled work days shall be deducted from the deferred sick bank provided there are accrued hours in said bank so as not

to diminish the vacation days earned each year for maintaining the two thousand eight hundred eighty (2880) hours maximum accrual each year (refer to ARTICLE 18).

Article XXI. Medical Examinations

- 21.1 It is hereby agreed that City of Moorhead Policy 4.30 - Medical Examinations - Fire, amended, April 1, 2009 will be incorporated into this agreement. It is understood and agreed that this program is offered as a voluntary program to employees covered under this agreement. It is understood and agreed that employees will abide by the conditions of the program as outlined in Policy 4.30.
- 21.2 It is understood that annual medical examinations are required of Fire Fighters and Captains as a result of their appointment as a State of Minnesota Regional HAZMAT Team.

Article XXII. Physical Fitness

- 22.1 City of Moorhead Policy 4.35 - Physical Fitness - Fire, amended, August 24, 2022 shall be incorporated into this agreement. It is understood and agreed that this program is offered as a voluntary program to employees covered under this agreement. It is further understood and agreed that employees electing to participate in this program will abide by the conditions of the program as outlined in Policy 4.35.

Article XXIII. Base Pay Structure

- 23.1 In calendar year 2025, employees will be paid a base pay as established in the City's base pay structure for calendar year 2025. In calendar year 2026, employees will be paid a base pay as established in the City's base pay structure for calendar year 2026. In calendar year 2027, employees will be paid a base pay as established in the City's base pay structure for calendar year 2027.

Article XXIV. Waiver

- 24.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this Agreement, are hereby superseded.
- 24.2 The parties mutually acknowledge that during the negotiations, which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law from bargaining. All agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The Employer and the Union each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement or with respect to any term or condition of employment not specifically referred to or covered by this Agreement, even though such terms or conditions may not have been within the knowledge or contemplation of either or

both of the parties at the time this contract was negotiated or executed.

Article XXV. Duration

This Agreement shall be effective as of January 1, 2025, and shall remain in force and effect until the 31st day of December 2027.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the latest date affixed to the signatures below.

FOR MOORHEAD IAFF LOCAL 1323

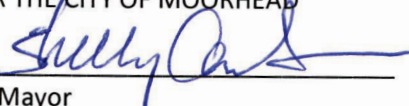
BY 
President

BY 
Vice President

BY 
Secretary/Treasurer

DATE 10-23-25

FOR THE CITY OF MOORHEAD

BY 
Mayor

BY 
City Manager

DATE 11/10/2025

Appendix A

Professional Certifications

EMT Registration Fee:

Employees holding National Emergency Medical Technician (EMT) Certification shall have their National EMT Certification fee paid by the Employer when due every two (2) years.

Minnesota Fire Fighter Licenses:

Employees holding a Minnesota Fire Fighter license shall have their licensing fee paid by the Employer.

Appendix B

MEMORANDUM OF UNDERSTANDING
Between
THE CITY OF MOORHEAD
and
International Association of Firefighters,
Local 1323

The City's Fire Chief at the time of the signing of this Memorandum of Understanding has established a work schedule of an average fifty-six (56) hour and forty (40) hour work week.

These work schedules will not be changed by the Fire Chief without advance notice of such change and providing an opportunity for International Association of Firefighters Local 1323 to meet and confer with the City on the proposed work schedule(s).

At the end of the meet and confer meeting with regard to work schedules, the City has the right to establish whatever work schedules it believes appropriate for the City based on justifiable criteria.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the latest date affixed to the signatures below.

FOR MOORHEAD IAFF LOCAL 1323

BY [Signature]
President

BY [Signature]
Vice President

BY [Signature]
Secretary/Treasurer

DATE 10-23-25

FOR THE CITY OF MOORHEAD

BY [Signature]
Mayor

BY [Signature]
City Manager

DATE 11/10/2025

Appendix C

MEMORANDUM OF UNDERSTANDING
Between
THE CITY OF MOORHEAD
and
International Association of Firefighters,
Local 1323

HEALTH CARE SAVINGS PLAN

Minnesota Statute 352.98 authorizes the Minnesota State Retirement System (MSRS) to establish and administer a Minnesota Post Employment Health Care Savings Plan (HCSP) as outlined in the MSRS Trust and Plan Documents. All funds collected by the employer on the behalf of the employee will be deposited into the employee's HCSP account. Participation is mandatory for all members of this bargaining unit, unless the member receives an approved participation waiver by MSRS. Upon the death of an employee, severance will be paid out in cash to the beneficiary or estate.

Bargaining unit members have agreed to contribute to the Minnesota Post Employment Health Care Savings Plan (HCSP) as described below, effective January 1, 2021:

1. Upon retirement 100% of Vacation and Sick leave exit pay will be contributed.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the latest date affixed to the signatures below.

FOR MOORHEAD IAFF LOCAL 1323

BY [Signature]
President

BY [Signature]
Vice President

BY [Signature]
Secretary/Treasurer

DATE 10-23-25

FOR THE CITY OF MOORHEAD

BY [Signature]
Mayor

BY [Signature]
City Manager

DATE 11/10/2025

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) is made by and between the City of Moorhead, Minnesota (“Employer”), a municipal corporation, and International Association of Firefighters, Local 1323 (“Union”).

WHEREAS, Union is the exclusive representative for an appropriate unit (“Bargaining Unit”) of certain employees of the Employer in the job classifications of Firefighters and Captains (“Bargaining Unit Employee(s)”);

WHEREAS, Employer and Union are parties to a labor agreement in force and effect from January 1, 2025 through December 31, 2027 (“Labor Agreement”);

WHEREAS, the parties desire to clarify certain components of base pay for Bargaining Unit Employees.

NOW, THEREFORE, all parties hereto understand as follows:

Article 1. Base Pay Schedule

Section 1.1. The Base Pay Schedule for: 2025 will include a 6.00% increase, 2026 will include a 6.00% increase, and 2027 will include a 6.00% increase.

Section 1.2 As established in the Employer’s Base Pay Schedules, Bargaining Unit Employees’ base wages will be as follows:

2025											
Step	1	2	3	4	5	6	7	8	9	10	11
Firefighter	\$62,535.23	\$65,129.79	\$67,724.36	\$70,318.94	\$72,913.52	\$75,508.09	\$78,102.66	\$80,697.23	\$83,291.82	\$85,629.49	\$ 88,626.52
Assistant Fire Marshal	\$67,703.15	\$70,512.13	\$73,321.12	\$76,130.11	\$78,939.10	\$81,748.10	\$84,557.08	\$87,366.08	\$90,175.06	\$92,705.94	\$95,950.64
Fire Captain	\$79,355.53	\$82,647.96	\$85,940.40	\$89,232.86	\$92,525.30	\$95,817.75	\$99,110.20	\$102,402.63	\$105,695.08	\$108,661.53	\$112,464.69
Community Risk Reduction & Training Coordinator											
Fire Marshal	\$82,569.42	\$85,995.21	\$89,421.00	\$92,846.79	\$96,272.58	\$99,698.36	\$103,124.15	\$106,549.95	\$109,975.73	\$113,062.33	\$117,019.52

2026											
Step	1	2	3	4	5	6	7	8	9	10	11
Firefighter	\$69,037.58	\$71,787.83	\$74,538.07	\$77,288.33	\$80,038.58	\$82,788.81	\$85,539.06	\$88,289.33	\$90,767.26	\$93,944.12	\$97,232.16
Assistant Fire Marshal	\$74,742.86	\$77,720.39	\$80,697.92	\$83,675.45	\$86,652.99	\$89,630.50	\$92,608.04	\$95,585.56	\$98,268.29	\$101,707.68	\$105,267.45
Fire Captain	\$87,606.83	\$91,096.83	\$94,586.83	\$98,076.82	\$101,566.81	\$105,056.81	\$108,546.78	\$112,036.79	\$115,181.22	\$119,212.57	\$123,385.01
Community Risk Reduction & Training Coordinator											
Fire Marshal	\$91,154.93	\$94,786.26	\$98,417.60	102,048.94	105,680.27	109,311.59	\$112,942.95	\$116,574.28	\$119,846.07	\$124,040.69	\$128,382.11

2027											
Step	1	2	3	4	5	6	7	8	9	10	11
Firefighter	\$73,179.83	\$76,095.10	\$79,010.36	\$81,925.63	\$84,840.89	\$87,756.14	\$90,671.40	\$93,586.69	\$96,213.30	\$99,580.76	\$103,066.09
Assistant Fire Marshal	\$79,227.43	\$82,383.61	\$85,539.79	\$88,695.97	\$91,852.17	\$95,008.33	\$98,164.53	\$101,320.70	\$104,164.39	\$107,810.14	\$111,583.50
Fire Captain	\$92,863.24	\$96,562.63	\$100,262.04	\$103,961.43	\$107,660.82	\$111,360.22	\$115,059.59	\$118,758.99	\$122,092.10	\$126,365.32	\$130,788.11
Community Risk Reduction & Training Coordinator											
Fire Marshal	\$96,624.22	\$100,473.43	\$104,322.65	\$108,171.87	\$112,021.08	\$115,870.29	\$119,719.52	\$123,568.73	\$127,036.84	\$131,483.13	\$136,085.04

Section 1.3. Bargaining Unit Employees as of December 31, 2024 will receive a step increase in 2025, 2026, and 2027 on the employee's ongoing wage anniversary date.

Section 1.4. Any Bargaining Unit Employee promoted to the job classification of Fire Captain on or after January 1, 2025 that is on step 1 through 7 in the Firefighter base pay schedule will be placed on the next higher step in the Fire Captain base pay schedule. If the employee is currently on step 8 through 11 in their current job classification base pay schedule, then the employee will be placed on the next higher step, plus one (1) step in the Fire Captain base pay schedule specified in Section 1.2 of this MOU. Upon successful completion of the six (6) month probationary period per Article 9.2 of the Labor Agreement, employees will receive a one (1) step increase in the Fire Captain base pay schedule specified in Section 1.2 of this MOU. The ongoing wage anniversary date for these employees will be the first day after they successfully complete their probationary period

Article 3. Entire Understanding

This MOU constitutes the entire understanding among the parties hereto. No representations, warranties, covenants, or inducements have been made to any party concerning this MOU, other than the representations, covenants, or inducements contained and memorialized in this MOU. This MOU supersedes all prior negotiations, oral and written understandings, policies and practices with respect thereto addressing the specific subject matter addressed in this MOU.

Article 4. New Labor Agreement

The parties will meet and negotiate for a labor agreement subsequent to the 2025 Labor Agreement. This MOU does not nullify the parties' legal obligation to meet and negotiate for such subsequent agreement.

Article 5. Waiver of Bargaining

While this MOU is in full force and effect, Employer and Union each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to the express subjects or matters included in this MOU, except as otherwise specified in this MOU.

Article 6. Limitations

This MOU is intended for the sole and limited purpose specified herein. This MOU cannot be construed to be nor does it constitute or establish any admission of the Employer, precedent, past practice or otherwise place any prohibition or limitation on any management right of the Employer except as otherwise prohibited or limited by the express terms of this MOU. The Employer expressly reserves the right to exercise all of its management rights without limitation unless otherwise limited by this MOU.

Article 7. Amendment or Modification

This MOU or any of its terms may only be amended or modified by a written instrument that: (1) expressly states it is amending or modifying the MOU; and (2) is signed by or on behalf of all of the parties hereto or their successors in interest.

Article 8. Voluntary Understanding of the Parties

The parties hereto acknowledge and agree that this MOU is voluntarily entered into by all parties hereto as the result of arm's-length negotiations during which all such parties were represented.

Article 9. Effective Date

This MOU is effective January 1, 2025.

Article 10. Expiration

This MOU will expire and no longer be in force or effect, effective the date that the Labor Agreement is no longer in force or effect, which will be when a successor labor agreement is executed between the parties.

IN WITNESS HEREOF, the parties hereto have made this MOU on the latest date affixed to the signatures below.

INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 1323

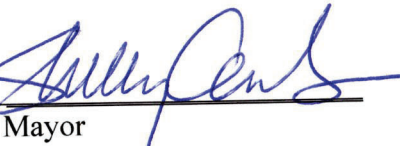
BY 
President

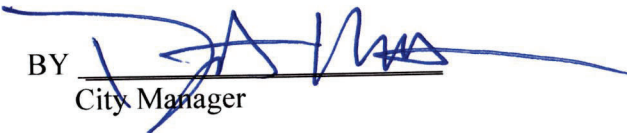
BY 
Vise President

BY 
Secretary/Treasurer

DATE 10-23-25

CITY OF MOORHEAD

BY 
Mayor

BY 
City Manager

DATE 11/10/2025

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WHEREAS, Union is the exclusive representative for an appropriate unit (“Bargaining Unit”) of certain employees of the Employer);

WHEREAS, Employer and Union are parties to a labor agreement in force and effect from January 1, 2025 through December 31, 2027 (“Labor Agreement”);

WHEREAS, the City may deem it necessary to assign a Bargaining Unit Employee to perform emergency response services as part of the Hazardous Materials Response Team (HazMat Team) to assist local authorities in protecting the public's safety in hazardous materials incidents;

WHEREAS, the State of Minnesota reimburses the Employer for HazMat Team Services performed by Bargaining Unit Employees; and

WHEREAS, the City and Union desire to establish the wage to be paid to a Bargaining Unit Employee that perform HazMat Team Services that are reimbursed by the State of Minnesota.

NOW, THEREFORE, all parties hereto understand as follows:

Article 1. HazMat Team Services Base Wage

A Bargaining Unit Employee will be paid 2.1 times the base wage specified for Assistant Fire Chief – Operations, Step 11 in the Employer’s base pay schedule for all time the employee performs HazMat Team Services that is reimbursed by the State of Minnesota. For all time that the Bargaining Unit Employee is paid such wage, the Bargaining Unit Employee will not be paid their otherwise specified base wage specified in the Employer’s base pay schedule.

Article 2. Entire Understanding

This MOU constitutes the entire understanding among the parties hereto. No representations, warranties, covenants, or inducements have been made to any party concerning this MOU, other than the representations, covenants, or inducements contained and memorialized in this MOU. This MOU supersedes all prior negotiations, oral and written agreements and understandings, policies and practices with respect thereto addressing the specific subject matter addressed in this MOU.

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While this MOU is in full force and effect, Employer and Union each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to the express subjects or matters included in this MOU, except as otherwise specified in this MOU.

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The parties hereto acknowledge and agree that this MOU is voluntarily entered into by all parties hereto as the result of arm's-length negotiations during which all such parties were represented.

Article 7. Effective Date

This MOU is effective January 1, 2025.

Article 8. Expiration

This MOU will expire and no longer be in force or effect, effective the earlier of the following:
(i) the date that the Labor Agreement is no longer in force or effect, which will be when a
successor labor agreement is executed between the parties; or (ii) the State of Minnesota ceases
paying reimbursement to the Employer for HazMat Team Services.

IN WITNESS WHEREOF, the parties hereto have made this MOU on the latest date affixed to the
signatures below.

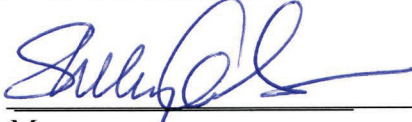
INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, LOCAL 1323

BY


President

CITY OF MOORHEAD

BY


Mayor

BY


Vice President

BY


City Manager

BY


Secretary/Treasurer

DATE

10-23-25

DATE

11/10/2025