

## **Memorandum of Understanding**

The City Of Parma (“City”) and the Parma Professional Fire Fighters, IAFF Local 639 (“Union”) hereby enter into this Memorandum of Understanding (“MOU”) to amend, effective upon execution by the parties, Article 28 “Pension and Retirement” of the current collective bargaining agreement between the two parties.

### **ARTICLE 28 Pension and Retirement**

If an employee has accumulated the maximum of four hundred eighty (480) hours of time in the contractual compensatory time bank, upon retirement, from the Fire Department, the City or employee will have the option to pay out all non-pensionable money due to the employee thereon in three (3) equal lump sums over the first three (3) calendar tax years of the employee’s retirement. These banks consist of remaining unused vacation, accrued vacation, compensatory time, and 1/3 of sick leave (720 Max).

### **For IAFF LOCAL 639**

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Signature	Date
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Print Name

### **For the City of Parma**

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Tom Weinreich, Safety Director Date