

Memorandum of Understanding

by and between the

**Professional Firefighters/Paramedics of Palm Beach County,
Local 2928, IAFF, Inc.**

and the

City of Delray Beach, Florida

Whereas, both parties acknowledge that new contract language proposed in the Collective Bargaining Agreement requiring that vacancies be filled on a position for position basis and that anyone who upgrades must be on a current promotional list will limit flexibility in shift swaps;

Whereas, in order to prevent any adversity in the future, both parties agree that the City needs to give promotional exams as soon as possible for the positions of Driver Engineer, Captain and Chief Officer in order to establish promotional lists for each position; and

Whereas, this would allow employees to upgrade and to shift swap with other employees of a different rank;

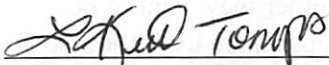
It is therefore agreed as follows:

1. A Chief Officer exam will be given within 60 days of ratification of this Memorandum of Understanding (MOU). Candidates will be allowed to choose whether they want to be on a Division Chief promotional exam list or a Battalion Chief promotional exam list or both lists. Those on the Battalion Chief's promotional list will be allowed to upgrade as Battalion Chiefs in accordance with the new CBA. Further, being on the Battalion Chief's promotional list will afford those on the list the opportunity to shift swap with Battalion Chiefs and vice versa. This promotional eligibility list will be valid for (1) one year.
2. A Driver Engineer exam will be given within 60 days of ratification of this MOU. Those on the Driver Engineer's promotional list will be allowed to upgrade as Driver Engineers in accordance with the new CBA. Further, being on the Driver Engineer's promotional list will afford those on the list the opportunity to shift swap with Driver Engineers and vice versa. This promotional eligibility list will be valid for (2) two years.
3. A Captain exam will be given within 60 days of ratification of this LOU. Those on the Captain's promotional list will be allowed to upgrade as Captains in accordance with new CBA. Further, being on the Captain's promotional list will afford those on the list the opportunity to shift swap with Captains and vice versa. This promotional eligibility list will be valid for (1) one year.

4. Candidates Tyler Adams and Christopher Hutchinson who are on the current Driver Engineer list will become number (1) and (2) respectively on the new Promotional List until their list expires on November 22, 2017 at which time they will come off the list. If they take the new promotional exam, then on November 22, 2017 they will fall into their respective new position on the new list.
5. Candidates Jesus Durante and Stephanie Craney who are on the current Captain's list will become number (1) and (2) respectively on the new Promotional List until their list expires on July 13, 2018 at which time they will come off the list. If they take the new promotional exam, then on July 13, 2018 they will fall into their respective new position on the new list.
6. The parties agree that postings for promotional examinations for the ranks of Driver Engineer, Captain, and Chief Officer, if any, in place prior to the date of ratification shall be rescinded and replaced by the postings for the examinations provided for herein. However, any employee that would have been eligible to participate in a promotional exam under the 180 day posting period shall be deemed eligible to participate in the promotional examinations provided for herein despite the 60 day posting period.
7. The parties agree that the existing CBA between the City and Local 2928, set to expire September 30, 2017, shall be deemed amended in whatever way necessary to accommodate the terms of this MOU.

For the City of Delray Beach:

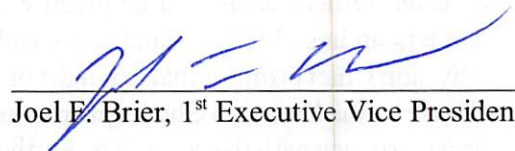
For Local 2928:



L. Keith Tomey, III, Acting Fire-Rescue Chief

6/27/17

Date



Joel F. Brier, 1st Executive Vice President

6/27/17

Date

Ratified by the City on the _____ day of _____, 2017.

Ratified by the bargaining unit on the _____ day of _____, 2017.

L. Keith Tomey, III, Acting Fire-Rescue Chief

Joel F. Brier, 1st Executive Vice President