

**Memorandum of Understanding  
Columbia Professional Firefighters I.A.F.F. Local 1055**

**WHEREAS**, the Columbia Professional Firefighters I.A.F.F. Local 1055 (“1055”) has been recognized by the City of Columbia (“City”) as the exclusive bargaining representative for its members; and

**WHEREAS**, pending further negotiation governed by Section 19-25 of the City Code, the parties desire to enter into this Memorandum of Understanding (“MOU”) for the purpose of memorializing the resolution of non-recurring retention payments between the City and the 1055 as more fully set forth herein;

**NOW THEREFORE**, this MOU is made and entered into by the City and members of the 1055 and shall be effective upon execution by the last signatory.

**SECTION 1. Retention Payments.**

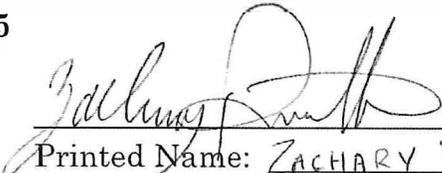
All Local 1055 employees will be eligible for a one-time retention payment. No single employee shall be eligible to receive more than one retention payment. The criteria and the amount of the payment is based on the time of service and will be distributed as listed below:

1. \$1500 retention payment for employees actively and continuously employed in a permanent position on or before 10/1/2023 through 3/17/24, which will be reflected on 4/5/24 paycheck, or
2. \$1000 retention payment for employees actively and continuously employed in a permanent position with a start date anytime between 10/2/2023 and 11/12/2023 and still actively employed in a permanent position on 3/17/24, which will be reflected on 4/5/24 paycheck, or
3. \$500 retention payment for employees actively and continuously employed in a permanent position with a start date anytime between 11/13/23 and 12/24/2023 and still actively employed in a permanent position on 4/28/24, which will be reflected on 5/17/24 paycheck.

**SECTION 2. Effective Date.**

This Agreement shall become effective upon ratification and signature of the last party to execute below. By signing below, the parties represent that this Agreement has been duly approved and ratified, and they agree to abide by its terms and conditions.

**COLUMBIA PROFESSIONAL FIREFIGHTERS  
UNION OF INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL  
1055**

By:   
Printed Name: ZACHARY PRUVETTE  
Title: President  
Date: January 9, 2024

By:   
Printed Name: BRIAN DAVISON  
Title: Secretary / Treasurer  
Date: January 9, 2024

**CITY OF COLUMBIA, MISSOURI**

By:   
De'Carlon Seewood, City Manager  
Date: \_\_\_\_\_

ATTEST:

By: \_\_\_\_\_  
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: \_\_\_\_\_  
Nancy Thompson, City Counselor

I hereby certify that there is a balance in the appropriate accounts otherwise unencumbered and sufficient to meet the financial obligations contemplated by this agreement.

\_\_\_\_\_  
Matthew Lue, Director of Finance