

MEMORANDUM OF AGREEMENT
BETWEEN THE
CITY OF BUFFALO
AND
THE BUFFALO PROFESSIONAL FIREFIGHTERS ASSOCIATION, INC.,
LOCAL 282, IAFF, AFL-CIO
FOR THE PERIOD OF JULY 1, 1996 TO JUNE 30, 1998

1. Effective July 1, 1996, base salaries shall be increased by 3.5%. Effective July 1, 1997, base salaries shall be increased by 3.5%
2. The City shall pay to the BPPFA \$75,000 per year for the cost of optical insurance for the calendar year 1999 and thereafter.
3. The holiday pay benefit, which now calls for 48 hours of annual holiday pay, should be increased by 12, and shall first take effect for the calendar year 1998 (payable in December) and thereafter. Holiday pay shall be prorated upon retirement, and this shall first take effect for the calendar year 1998 and thereafter.
4. The parties commit to health care cost savings through meaningful negotiations.
5. The parties agree to amend the 1993 IOD Procedures Agreement by immediately adding four (4) hearing officers mutually agreeable to the City and the Union. The parties further agree to meaningful negotiations concerning 207-a procedures.
6. The City shall have the right to replace Assistant Dispatchers in Local 282 with civilian dispatchers, by attrition. Civilian dispatchers shall be used to fill temporary vacancies created by the absence of a civilian dispatcher. Assistant Dispatchers shall be used to fill temporary vacancies created by the absence of an Assistant Dispatcher; however, if no Assistant Dispatcher is available, the City may fill the temporary vacancy with a civilian dispatcher.

In the absence of a qualified Assistant Dispatcher, a vacancy in the Local 282 position of Dispatcher shall be converted to the position of Captain or other title agreed to by the parties.

7. The above agreement is subject to ratification, in its entirety, by the Union.

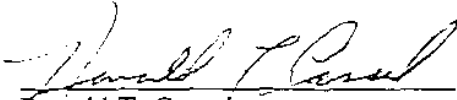
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8. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFOR SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

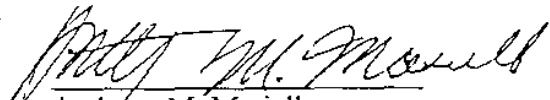
IN WITNESS WHEREOF, the parties hereto have set their hands this 27th day of October, 1998.

**BUFFALO PROFESSIONAL
FIREFIGHTERS ASSOCIATION, LOCAL 282**

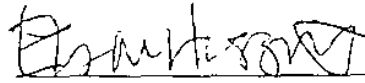
CITY OF BUFFALO




Ronald T. Cassel
President




Anthony M. Masiello
Mayor



Eva M. Hassett
Commissioner
Administration and Finance



Michael B. Risman
Corporation Counsel
Approved as to form only



James L. Jarvis, Jr.
Director of Labor Relations