



**City of Sanford**  
Fire Department  
972 Main Street, Sanford, Maine 04073-3592



Emergency Services

CHIEF Steve Benotti

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**Memorandum of Understanding between the City of Sanford Fire Department, and Local 1624 IAFF in reference to Article 16 section D. of the CBA with the City of Sanford**

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This Memorandum of Understanding (MOU) is entered into by and between the following entities: IAFF local 1624, and the Sanford Fire Department on behalf of the City of Sanford, Maine.

These entities are entering into this agreement regarding provision for clarification of how holiday pay, as it pertains to Article 16 section D. of the CBA, is adhered to. The purpose of this MOU is to establish a mutual understanding and agreement of what holidays are involved, who shall receive the holiday pay, the rate of which the pay shall be, and the understanding that employees working “mutual swaps” on said holidays shall not receive this benefit.

**I. Modification of Article 16 Section D**

The City of Sanford Fire Department and Local 1624 IAFF have drafted the following modification of this article to be used in place of the existing Article 16 Section D of the *“Agreement Between The City of Sanford and Sanford Firefighters Association Incorporated, Local 1624 of the International Association of Firefighters”* that was signed on the 5<sup>th</sup> day of August, 2020. This language shall be used as part of the overall CBA until further notice and/or until amended into future collective bargaining agreements through both parties consent:

Article 16 Section D- Employees that work on shift starting at 7:00 am on the day of the holiday(s) listed here, and until 7:00 am (24 hours) the following day of:

- New Year’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Shall be paid at a rate of *time and one half (1 ½)* of their regular hourly rate, regardless of hours worked for that pay period. This rate of pay applies to the hours worked within the regular 24 hour shift and does not



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apply to employees who are absent from said holiday shift or who work in place of a regular shift worker through a mutual swap.

**II. Assurances**

Each member of this agreement hereby assures and represents that it:

- 1) Agrees to be bound to every statement and assurance made within this Memorandum of Understanding.
- 2) Agrees to work together to fulfill the intent and potential of this agreement to the benefit of all involved.

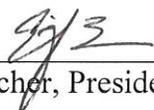
**III. Modifications**

- 1) This Memorandum of Understanding shall only be modified through a mutual negotiations session or modification of this agreement through mutual consent by the parties involved.

**IV. Effective Date/Duration/Termination**

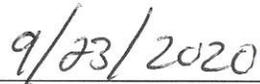
This agreement shall take effect upon the signing by all parties but shall include all holidays listed since July 1, 2020 in this agreement. This MOU shall be used as part of the overall CBA until further notice and/or until amended into future collective bargaining agreements through both parties consent.

**V. Signatures**

  
\_\_\_\_\_  
(Eric Beecher, President IAFF local 1624)

  
\_\_\_\_\_  
(Date)

  
\_\_\_\_\_  
(Fire Chief Steven Benotti)

  
\_\_\_\_\_  
(Date)

  
\_\_\_\_\_  
(City Manager Steve Buck)

  
\_\_\_\_\_  
(Date)