

MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT (hereinafter “Agreement”), is made this ___ day of December 2025, by and between the **CITY OF ONEIDA** (hereinafter the “City”) and **THE ONEIDA PAID FIREFIGHTERS ASSOCIATION, LOCAL 2692** (the “OPFA”) (collectively the “Parties” to this Agreement).

WHEREAS, the OPFA and City are parties to a collective bargaining agreement (“CBA”) with a term of January 1, 2025, to December 31, 2027; and

WHEREAS, Section 13B of the CBA addresses the subject of payment to members when they attend approved training sessions; and

WHEREAS, several members of the department are currently attending paramedic certification training that commenced in September of 2025 and is expected to continue through July of 2026; and

WHEREAS, the parties’ now wish to memorialize an agreed upon schedule for payment to members for attendance at paramedic training;

NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL AGREEMENTS SET FORTH HEREIN, IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. Members who attend paramedic training shall submit records of their attendance at such training to the Fire Chief and shall be paid for such attendance at the member’s regular rate of pay for time spent attending such training on the following schedule:

- a. For training attended between September 1 and December 31, 2025, members will be paid for all documented training attended within 21 days of full execution of this agreement.
- b. For training attended between January 1 and April 30, 2026, members must submit all training attendance documentation to the Fire Chief by May 15, 2026, which shall be paid within 21 days of submission.
- c. For training attended on or after May 1, 2026, members must submit all training attendance documentation to the Fire Chief within 14 days of course completion, or the last training session attended, whichever is later. Payment for such training shall be made within 21 days of submission of the last training attendance documentation.
- d. Members attending paramedic training will be allowed to convert a max of 100 hours of class/training time to sick time upon written request with submission of attendance records documentation to the chief.

2. The parties agree that the foregoing payment schedule is consistent with the terms and conditions for payment required under Section 13B of the parties' CBA.

3. This Agreement constitutes the entire agreement and understanding between the Parties and supersedes all prior agreements or understandings whether oral or written. The Parties acknowledge that no representation, promise, inducement, or statement of intention has been made by any party to this Agreement that is not embodied in this Agreement, and agree that no party shall be bound by, or liable for, any alleged representation, promise, inducement, or statement of intention not set forth in this Agreement.

4. This Agreement may not be modified except by a writing signed by all Parties.

5. The OPFA and City agree this Agreement arises from and addresses a unique set of facts and circumstances and shall not serve as a precedent in any future, action, or any other proceeding whatsoever.

6. The "Effective Date" of this Agreement shall be the date upon which it has been properly signed and executed by all the Parties.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed on the date shown by each of their signatures below.

FOR THE CITY:

Dated: March ____, 2026

By: _____

KYLE LOVELL
City Manager

FOR THE OPFA:

Dated: March ____, 2026

By: _____