MEMORANDUM OF UNDERSTANDING

Between
The City of Madison
And
Association of Madison Fire Supervisors

For the term of the 2011-2014 collective bargaining agreement, the parties agree to the following:

1. The City agrees to work cooperatively with AMFS to avoid layoffs during the term of the contract. The ability to avoid layoffs will be strengthened if the City implements furlough days and/or if the City pursues and the electorate adopts a referendum allowing the City to exceed the state-imposed levy limits. The goal of avoiding layoffs is not meant to include the elimination of any vacant positions, elimination of positions due to restructuring or creation of operational efficiencies, or termination of employees for just cause.

2. If at any point during the term of this collective bargaining agreement Wisconsin State Statutes 111.70 are reinstated as they existed on March 9th, 2011, either of the parties may reopen this collective bargaining agreement.

Agreed to this 22 day of March, 2011

FOR THE CITY

FOR THE UNION