

MEMORANDUM OF UNDERSTANDING

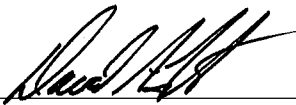
During the negotiation of the 2022 collective bargaining agreement, the City and County of Denver (“the City”) and Denver Fire Fighters, Local 858 (“the Union”) reached the following Memorandum of Understanding that will be effective January 1, 2022 through December 31, 2022:

1. During the term of this agreement, the City will engage in a good faith effort to evaluate the position of medical director with the intent of reforming the position to address call volume issues.
2. The parties agree to set up a Strategic Development Team to discuss overtime.
3. The parties agree that upon successful conclusion of bargaining for a successor to the current CBA, the parties will immediately (i.e., within no longer than one month after CBA approval by ordinance adopted by the City) begin joint and collaborative exploration of the formation of a Health Trust to be sponsored by Local 858, to which contributions will be made by the City and fire fighters in a manner and amount to be negotiated in a future successor CBA.

Dated: June 24, 2021

DENVER FIRE FIGHTERS, LOCAL 858

CITY AND COUNTY OF DENVER



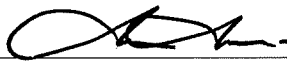
David Foster, President

Alan Salazar,
Chief of Staff, Mayor’s Office




Phil Cordova, Secretary-Treasurer

Desmond Fulton,
Chief, Denver Fire Department



Aaron Abrams, Co-Chair,
Bargaining Committee



Ashaun Drumgo, Co-Chair,
Bargaining Committee