

MEMORANDUM OF UNDERSTANDING

Between
City Of Bellingham
And
AFSCME 114F

Fire/EMS Dispatch Supervisor Schedule

- I. **PURPOSE:** This Memorandum of Understanding outlines the mutual understanding between the parties regarding Fire/EMS Dispatch Supervisor schedule.
- II. **SCOPE:** This agreement covers the Fire/EMS Dispatch Supervisor classification.
- III. **AGREEMENT:**

WHEREAS, the approved budget for 2022 includes a second Fire/EMS Dispatch Supervisor;

WHEREAS, the collective bargaining agreement between the City of Bellingham and AFSCME Local 114F states that both parties agree that if a second Fire/EMS Dispatch Supervisor position is approved through the WhatComm board budget process, supervisors will transition to 12-hour shifts;

WHEREAS, the City of Bellingham and AFSCME 114F have met to bargain the impacts of the conversion to 12-hour shifts;

NOW, THEREFORE, the parties agree to the following:

- Upon promotion of a second Fire/EMS Dispatch Supervisor, the hours of work will be from 0800-2000 and will align with a dispatch shift and corresponding FLSA period. Dispatch Supervisors will pick their shift by supervisor seniority. **Article 6.1 Definitions** shall be amended to read: Fire/EMS Dispatch Supervisor Shift: Scheduled 12 hour shifts designated as 0800-2000 and will align with a dispatch shift and corresponding FLSA period;
- **Article 13.3 Entitlement to Floating Holiday** will be amended to read: A benefits eligible employee shall be credited with two 12-hour floating holidays for use by December 31 of the current calendar year. New employees with an Adjusted Hire Date of October 1 or earlier will be credited with one floating holiday on their Adjusted Hire Date; new employees hired after October 15 will not be credited until the next January. Unused floating holidays will not be carried over to the next calendar year or paid upon retirement or termination of employment. If unused, they will be forfeited. The floating holidays will be awarded based upon standard hours worked (e.g. 12- hour shift employees will receive a 12 hour floating holiday). Floating holidays must be used in full shift increments.
- **Article 16.3 Overtime**, third bullet will be amended to read:

The Fire/EMS Dispatch Supervisor duties include both console and non-console time. The Fire/EMS Dispatch Supervisor shall receive overtime for time worked exceeding 12 hours per day unless flex time was requested and approved in advance;

DATED this 16th day of January, 202~~1~~ for UNIT:



Douglas Chronister
President, AFSCME Local 114F



Joe Downes, Staff Representative,
Council 2


DATED this 28 day of February, 202~~1~~² for the CITY OF BELLINGHAM:



Mayor

ATTEST: 

Finance Director



Human Resources Director



Fire Chief

APPROVED AS TO FORM:



Office of the City Attorney