



LETTER OF AGREEMENT

Between

City Of Bellingham

And

AFSCME Local 114

Qualifications of Experienced Dispatcher

- I. **PURPOSE:** This Letter of Agreement is to clarify the timeline utilized to determine whether an applicant meets the eligibility requirements to qualify as an experienced dispatcher as outlined in Article 17.2 of the 114 Collective Bargaining Agreement.
- II. **SCOPE:** This agreement applies to all experienced dispatchers hired after January 1st 2023.

III. **AGREEMENT:**

WHEREAS, the Union and City have mutual interest in hiring experienced dispatchers and;

WHEREAS, The Union and City have agreed to enhanced wage placement and leave bank adjustments for dispatchers hired that meet the eligibility requirements of experienced dispatchers outlined in Article 17 of the Collective Bargaining Agreement;


WHEREAS, The timeline for calculating months of experience for applicants differs between the Union and the City.

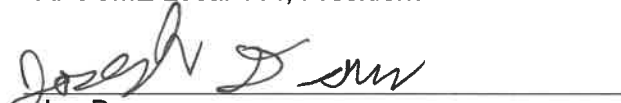
NOW, THEREFORE, the parties agree:

- To utilize the date that the application process closes when evaluating whether a candidate meets the eligibility requirements of Experienced Dispatcher to be in alignment with Civil Service rule 7.2 (B); and,
- As applications list only the month and year of employment, applicants will be assumed to have worked a full month for each month listed as employed, and
- Clarify in future job postings the timeline for evaluating when the requirement is met; and,

- Recognize Kristopher Murphy's eligibility as an Experienced Dispatcher, including a review of wage placement and sick and vacation leave bank adjustment in accordance with Article 17 of the Collective Bargaining Agreement.


DATED this 25th day of September, 2023 for **AFSCME Local 114**:


Michael Bridges
AFSCME Local 114, President


Joe Downes
AFSCME Local 114, Staff Representative

DATED this 26th day of September, 2023 for the **CITY OF BELLINGHAM**:


Bill Hewett
Fire Chief


Elizabeth Monahan
Director of Human Resources