

MEMORANDUM OF UNDERSTANDING

Between
City Of Bellingham
and
AFSCME 114

Article 16.14 Longevity

- I. **PURPOSE:** This Memorandum of Understanding outlines the mutual understanding between the parties regarding implementation of Article 16.14 Longevity for Fire/EMS Dispatch Supervisors as ratified in the 2023-2024 Collective Bargaining Agreement.
- II. **SCOPE:** This agreement applies to AFSCME 114 members.
- III. **AGREEMENT:**

WHEREAS, AFSCME 114 and the City of Bellingham ratified the 2023-2024 Collective Bargaining Agreement with new Article 16.14 Longevity;

WHEREAS, shortly after implementation, the parties discovered they had a difference in understanding of the negotiated language;

WHEREAS, the parties met to reach an understanding of how Article 16.14 Longevity would be interpreted and implemented.

NOW, THEREFORE, the parties agree to the following:

- Upon promotion to Fire/EMS Dispatch Supervisor, an employee will be placed at Step 1 of the salary scale and will advance to subsequent steps on the anniversary of their adjusted start date.
- A Fire/EMS Dispatch Supervisor will be eligible to advance to Step 6 of the salary scale after they have been at Step 5 for at least a full year and have reached the requisite 10 years of service in the AFSCME 114 bargaining unit.
- A Fire/EMS Dispatch Supervisor will be eligible to advance to Step 7 of the salary scale after they have been at Step 5 for at least a full year and have reached the requisite 20 years of service in the AFSCME 114 bargaining unit, OR,
- A Fire/EMS Dispatch Supervisor will advance to Step 7 of the salary scale from Step 6 once they have reached the requisite 20 years of service in the AFSCME 114 bargaining unit.

NOW, THEREFORE, the parties agree to the following on a one-time, non-precedent setting basis:

- Upon promotion to Fire/EMS Dispatch Supervisor on April 16, 2023, Renee Brennan will be placed at Step 2 of the Fire/EMS Dispatch Supervisor salary scale. Her new adjusted start date will be May 1.
- Effective April 16, 2023, Doug Chronister will be placed at Step 3 of the Fire/EMS Dispatch Supervisor salary scale. His new adjusted start date will be May 1.

DATED this 19 day of April, 2023 for UNIT:



Michael Bridges
President, AFSCME Local 114



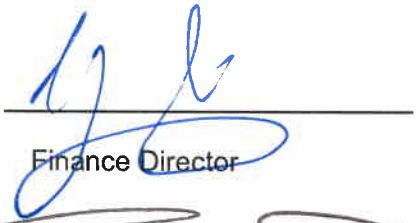
Joe Downes, Staff Representative,
Council 2

DATED this 2nd day of May, 2023 for the CITY OF BELLINGHAM:



Mayor

ATTEST:



Finance Director



Human Resources Director



Fire Chief

APPROVED AS TO FORM:



Office of the City Attorney