



MEMORANDUM OF UNDERSTANDING

between

**City of Bellingham
and
What-Comm Dispatchers Guild**

Retention Bonus

- I. **PURPOSE:** This Memorandum of Understanding (“Memorandum”) sets forth the terms and conditions of a retention bonus for What-Comm Dispatchers Guild bargaining unit employees.
- II. **SCOPE:** This agreement covers all What-Comm Dispatchers Guild bargaining unit employees.
- III. **AGREEMENT:**

WHEREAS, the City of Bellingham recognizes the essential role employees of the What-Comm Dispatch Center play in providing public safety services to our community.

WHEREAS, both the City of Bellingham and What-Comm Dispatchers Guild bargaining unit employees derive value from providing a financial incentive for experienced Dispatchers to continue serving in this essential role during a period of reduced staffing;

NOW, THEREFORE, the parties agree that:

- A. As an additional incentive to continue City employment and serve the community, all employees on payroll on June 30, 2024 will receive a retention bonus payment in the amount of \$1,000, payable on or about July 10, 2024.
- B. Bonus payments constitute wages and are subject to employee payroll deductions and withholdings;
- C. This memorandum will be effective upon full execution by both parties and through July 10, 2024;
- D. This memorandum has no precedential value; and
- E. This Memorandum may be modified by the parties’ agreement in writing.

DATED this 16th day of March, 2024 for **The What-Comm Dispatchers’ Guild:**

Katherin Mitchell
Katherin Mitchell, President

DATED this 5 day of April, 2024 for the CITY OF BELLINGHAM:

Edwin M. Williams
Mayor Pro Tempore
Skip Williams

ATTEST: [Signature]
Finance Director

APPROVED AS TO FORM:

[Signature]
Office of the City Attorney

DEPARTMENTAL APPROVAL:

[Signature]
Chief of Police

[Signature]
Human Resources Director