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 __________ day of March, __________, 2024 for The What-Comm Dispatchers’ Guild:
DATED this 5 day of April, 2024 for the CITY OF BELLINGHAM:

Katherin Mitchell, President

Mayor ProTempore
Skip Williams

DEPARTMENTAL APPROVAL:

Chief of Police

Human Resources Director

ATTEST: Finance Director

APPROVED AS TO FORM:
Office of the City Attorney