



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

What-Comm Dispatchers Guild

Impacts of Western Washington University Police and Department of Corrections joining What-Comm

I. **PURPOSE:** This Memorandum of Understanding ("Memorandum") sets forth the terms and conditions of a Wellness Focused Incentive for What-Comm Dispatchers' Guild bargaining unit employees.

II. **SCOPE:** This agreement covers all What-Comm Dispatchers' Guild bargaining unit employees.

III. **RECITALS:**

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

WHEREAS, the What-Comm Dispatchers' Guild and the City of Bellingham recognize a mutual interest in supporting employee wellness during a period of reduced staffing;

WHEREAS, the Western Washington University Police Department joined What-Comm as a user agency on January 1, 2025, and the Department of Corrections joined What-Comm as a user agency on November 26, 2025. This agreement recognizes and addresses the What-Comm Dispatch Guild's request to bargain the impacts of those decisions;

IV. **AGREEMENT:**

NOW, THEREFORE, the parties agree that:

A. As a one-time recognition for service, bargaining unit members shall receive wellness stipend payments as follows:

- i. \$1,320 (one thousand three hundred twenty dollar) wellness stipend payment for all What-Comm Public Safety Telecommunicators on payroll as of the date of Guild ratification of this agreement to be paid the first pay period following full ratification;
 - ii. All What-Comm Public Safety Telecommunicators employed on December 15, 2027 will receive a wellness stipend in the amount of \$660 (six hundred sixty dollars) to be paid on January 10, 2028.
 - iii. All What-Comm Public Safety Telecommunicators employed on December 15, 2028 will receive a wellness stipend in the amount of \$660 (six hundred sixty dollars) to be paid on January 10, 2029.
- B. Bonus payments are subject to applicable payroll taxes and will be excluded from any adjustments to pay based on gross wages.
- C. This Memorandum settles the What-Comm Dispatch Guild's request to bargain the impacts of the addition of Western Washington University Police Department and Department of Corrections as What-Comm user agencies.
- D. This Memorandum will be effective upon full execution by both parties and will sunset on January 15, 2029;
- E. This agreement is established in response to unique circumstances presently existing within the What-Comm bargaining unit. This agreement is not intended to set precedent for like circumstances in the future.

DATED this _____ day of _____, 2026 for **What-Comm Dispatchers' Guild**:

President

DATED this _____ day of _____, 2026 for the **CITY OF BELLINGHAM**:

Mayor

ATTEST: _____

Finance Director

Human Resources

APPROVED AS TO FORM:

Office of the City Attorney

DEPARTMENTAL APPROVAL:

Chief of Police