MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham
and
IAFF Local 106B

Lead Paramedic Class Instructor

I. PURPOSE: This Memorandum of Understanding memorializes the mutual agreement between the parties regarding the terms and conditions applicable to the Lead Paramedic Class Instructor classification.

II. SCOPE: This agreement applies exclusively to the Lead Paramedic Class Instructor classification. It does not apply to any other classification or assignment, or to Department members teaching individual classes or otherwise providing instruction as part of the paramedic training program.

III. NO PRECEDENT: This agreement is intended to address the unique circumstances applicable to the Lead Paramedic Class Instructor classification and is not intended to establish precedent or practice applicable to any similar circumstances in the future.

IV. AGREEMENT:

WHEREAS, the Fire Department's Lead Paramedic Class Instructor assignment is currently filled through an EMS Captain rotation;

WHEREAS, the parties desire to modify the terms of the assignment through the creation of a separate classification specification to be filled through a temporary appointment and to broaden eligibility for the temporary appointment to any L106B member who meets the position's education, training, experience and certification requirements, including possessing and maintaining a current paramedic certification.

NOW, THEREFORE, the parties agree to the following:

- Classification and Salary Placement: a new classification specification shall be created for the Lead Paramedic Class Instructor, with salary placement at Grade 32.

- Eligibility: The Lead Paramedic Class Instructor position may be filled by any L106B member who possesses and maintains a current paramedic certification and otherwise meets the education, training, and experience requirements established on the classification specification.

- Selection: The Department shall conduct an internal selection process to fill the appointment.

- Temporary Appointment: The Fire Chief or designee shall make a temporary appointment to fill the Lead Paramedic Class Instructor position consistent with Civil Service Rule 10.8, with the following modification:
    1. The temporary appointment will be made for three (3) years and may be extended in one year increments by mutual agreement of both the employee and Fire Chief.

- Position: The Lead Paramedic Class Instructor position shall replace one existing EMS Captain position for the life of the agreement.

- Compensation: Upon commencement of the temporary appointment, the incumbent shall be placed at the appropriate Grade 32 step consistent with the CBA.

  Following initial salary placement, advancement through the Grade 32 salary steps shall be administered in six month intervals, consist with the provisions of the CBA applicable to Captain step progression.

  The incumbent shall receive only those premiums applicable to the temporary appointment, including the administrative premium and engine medic premium.

- Leave Accrual: For the duration of the temporary appointment, the incumbent's leave accrual rate shall be adjusted to the accrual rate applicable to administrative assignment.

- Overtime Eligibility: During the temporary appointment, the incumbent shall remain eligible for overtime opportunities in operations for positions in which they are currently qualified, and which fall outside the administrative schedule.

- Return to Permanent Position: Upon completion of the appointment, the employee shall voluntarily return to their previously held position. The parties acknowledge that for employees who previously held a Firefighter/Paramedic position, this will result in a voluntary demotion to the lower rank.

  Employees that voluntarily demote shall be placed at the appropriate salary step in the applicable pay grade as though they had remained continuously in their previously held position. The employee shall also retain and resume the anniversary date associated with the previously held position.

  The employee shall have the right of first refusal to return to their prior station and shift assignment.

  Upon return to their previously held position, the employee shall receive the premiums applicable to that position in accordance with the CBA.

DATED this _____ day of _____, 2026 for **IAFF Local 106B**:

_____ _____

IAFF Local 106 President Bellingham E Board Member

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

_____ _____

Fire Chief Mayor

_____ _____

Finance Director Human Resources

APPROVED AS TO FORM:

_____

Office of the City Attorney