MEMORANDUM OF UNDERSTANDING
Between
City Of Bellingham
and
IAFF Local 106
Health Maintenance Incentive

I. PURPOSE: This Memorandum of Understanding sets forth the guidelines of an agreement concerning the payment of Health Maintenance Incentives for 2020.

II. SCOPE: This agreement covers members of the IAFF 106 and IAFF 106S collective bargaining agreements.

III. AGREEMENT:

WHEREAS, the COVID 19 Pandemic has created many logistical and health challenges throughout the year 2020;

WHEREAS, guidelines from the State and Local Health Departments are discouraging the gathering of groups of people, and mandated the use of masks when personnel in the same room with each other;

WHEREAS, fitness testing requires individuals to gather in large groups and without masks;

WHEREAS, IAFF Local 106, Local 106S, and the City seek to provide a safe working environment;

NOW, THEREFORE, the parties agree that:

- Fitness testing as required in L106 Article 43 and L106S Article 30 did not occur in 2020.
- No Health Maintenance Incentives were paid in 2020.
- Health Maintenance Incentives for 2021 will be paid at double the normal annual amount.
- If conditions have not improved by March 31, 2021 to allow for the current fitness testing procedures, the parties agree to meet to further discuss a safe and appropriate method to determine the Health Maintenance Incentive.
DATED this 24th day of April, 2021 for IAFF Local 106:

Kenneth Cunningham
IAFF Local 106 President

Daniel Jensen
IAFF Local 106 Secretary/Treasurer

Brian Parfet
IAFF Local 106 Bellingham Unit Chair

DATED this 5th day of May, 2021 for the CITY OF BELLINGHAM:

[Signature]
Mayor

ATTEST:

[Signature]
Finance Director

[Signature]
Deputy City Administrator

[Signature]
Fire Chief

APPROVED AS TO FORM:
[Signature]
Office of the City Attorney