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## MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And

IAFF Local 106

### New Language for Entry Firefighters with Paramedic Cert

- I. **PURPOSE:** This Memorandum of Understanding is to outline the parties mutual understanding and agreement regarding pay and medic seniority for Entry Firefighters hired with a Paramedic Certification.
  
- II. **SCOPE:** This agreement covers all entry firefighters with an existing and valid paramedic certification hired from date of execution of this agreement through the remaining life of the 2018-2020 collective bargaining agreement.
  
- III. **AGREEMENT:**

WHEREAS, IAFF Local 106 and the City of Bellingham desire to attract entry firefighter candidates that have a valid paramedic certification and;

WHEREAS, both parties have a mutual interest in compensating entry firefighters with the additional knowledge, skills and abilities to act as a paramedic fairly;

WHEREAS, both parties have a mutual interest in treating entry firefighters with a paramedic certificate consistently to ensure equitable paramedic longevity;

NOW, THEREFORE, the parties agree that in addition to normal firefighter wages as outlined in Appendix A of the 2018-2020 CBA, entry firefighter candidates with an active paramedic certificate will receive Engine Medic Premium effective their first day of employment and;


Once entry firefighters with active paramedic certificate pass BFD evaluations they will receive the Paramedic Premium and Medic Longevity will be dated back to service longevity date and;

Should an entry firefighter with active paramedic certificate fail to pass BFD evaluations, Engine Medic Premium will be removed immediately and;

The Training Division is committed to building a foundation for entry firefighters on a paramedic track that will identify the requirements of meeting entry firefighter and maintaining paramedic certificate so that new employees are fully supported and have a full understanding of their job expectations prior to their first day of employment.

DATED this 30<sup>th</sup> day of July, 2019 for IAFF Local 106:

  
Rob Glorioso, President IAFF

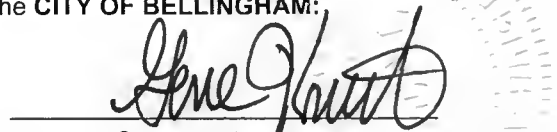
  
Dave Pethick, Vice President


DATED this 30<sup>th</sup> day of July, 2019 for the CITY OF BELLINGHAM:

  
Fire Chief

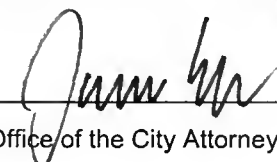
  
Human Resources Services Manager

DATED this 1<sup>st</sup> day of August, 2019 for the CITY OF BELLINGHAM:

  
Mayor Pro Tempore

ATTEST:   
Finance Director  
*Budget Manager for Finance Director*

APPROVED AS TO FORM:

  
Office of the City Attorney