



## MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

and

IAFF Local 106

### Mandatory Holdovers

- I. **PURPOSE:** This Memorandum of Understanding sets forth the guidelines of an agreement concerning mandatory holdovers.
- II. **SCOPE:** This agreement covers members of the IAFF 106 collective bargaining agreement.
- III. **AGREEMENT:**

WHEREAS, the City of Bellingham and IAFF Local 106 met to collaboratively bargain the impacts of continuing mandatory holdovers of 106 members;

WHEREAS, the City of Bellingham and IAFF Local 106 both desire to mitigate the use of mandatory holdovers;

WHEREAS, the City of Bellingham has been making incremental staffing improvements that should reduce mandatory holdovers;


WHEREAS, IAFF Local 106 demanded to bargain the impacts of the continuing mandatory holdovers and the impacts staffing uncertainty has on their membership;

NOW, THEREFORE, the parties agree that:

- The terms of this MOU shall be added into the collective bargaining agreement for 2022 and shall be in effect until the ratification of said agreement.
- 106 Members mandated to holdover will be compensated at an overtime rate of two (2) times their wage instead of the contractual overtime rate of one and one half (1.5) their wage.
- Minimum staffing will be set at thirty-one (31) L106 personnel per day as listed in appendix A, for purposes of approving comp time. (Not retroactive to comp time off approved prior to this MOU)

DATED this 7<sup>th</sup> day of July, 2021 for IAFF Local 106:

  
Kenneth Cunningham  
President IAFF Local 106


  
Daniel Jensen  
Secretary/Treasurer IAFF Local 106

  
Brian Parfet  
Bellingham Unit Chair IAFF Local 106

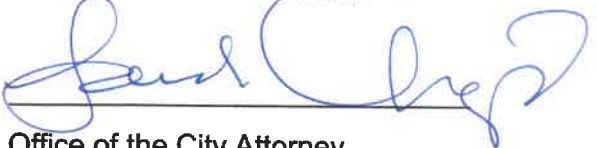
DATED this 12 day of July, 2020 for the **CITY OF BELLINGHAM:**

  
Mayor

ATTEST:   
Finance Director

  
Human Resources Director

  
Fire Chief

APPROVED AS TO FORM:  
  
Office of the City Attorney

## Appendix A

Minimum staffing requirements for considering the awarding of compensatory time off. Time off requests can be granted as long as they don't affect the staffing levels below:

8 fire captains or acting captains

7 qualified engine drivers

1 qualified ladder truck operator

8 firefighters (L106 members)

6 paramedics

1 EMS supervisor or acting EMS supervisor

At least 1 of the above firefighter/engine driver/captains must be a qualified boat operator

Battalion Chiefs can deviate from these requirements and approve day of requests off as long as they don't cause overtime.

This appendix will be updated as needed through regular Labor Management meetings as new units are added to the minimum daily staffing needs.