



## MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

IAFF Local 106

### Collective Bargaining Agreement Rollover for 2021

I. **PURPOSE:** This Memorandum of Understanding is to outline the terms for continuation of the 2018-2020 collective bargaining agreement through December 31, 2021.

II. **SCOPE:** This agreement covers all positions in IAFF Local 106.

III. **AGREEMENT:**


WHEREAS, the City of Bellingham and IAFF Local 106 have a mutual interest in deferring collective bargaining of a new labor agreement until 2021 so that the City, and Fire Department, have a clearer understanding of the financial and other impacts related to COVID-19;

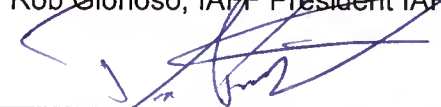
WHEREAS, the City of Bellingham and IAFF Local 106 both desire to have labor certainty for 2021 in these uncertain times;

NOW, THEREFORE, the parties agree that:

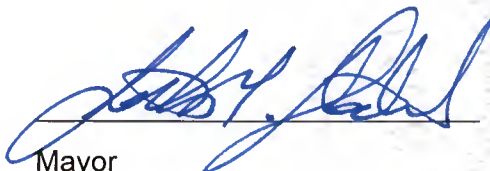
- COLA Increase of 2.5% over 2020 salary, Effective January 1, 2021.
- Dynamic Status Quo increase of 6% to the 2020 Maximum Monthly Employer Contribution Amount for medical premiums as outlined in Article 39, Section 1, C.
- Continuation of the following active MOU's
  - BFD and Whatcom County Fire District 8
  - Bakerview Bennett Annexation
  - Entry Firefighters with Paramedic Cert
- Except for the three provisions outlined above modifying wages, employer contribution toward medical premiums and continuing active MOU's, all other provisions of the 2018-2020 Collective Bargaining Agreement between the IAFF Local 106 and the City of Bellingham shall remain in full force and effect through December 31, 2021.

DATED this 17 day of Aug, 2020 for IAFF Local 106:

  
Rob Glorioso, IAFF President IAFF

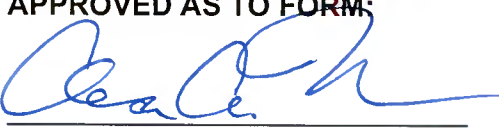
  
Dave Pethick, IAFF Vice President

DATED this 25 day of August, 2020 for the **CITY OF BELLINGHAM:**

  
Mayor

ATTEST:   
Finance Director

  
Human Resources Service Manager

APPROVED AS TO FORM:  
  
Office of the City Attorney