



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

and

IAFF Local 106

Temporary Recruit Academy Assignments

- I. **PURPOSE:** This Memorandum of Understanding sets forth a temporary agreement concerning the temporary administrative assignment for recruit academy instructors.
- II. **SCOPE:** This agreement covers members of the IAFF 106 collective bargaining agreement.
- III. **AGREEMENT:**

WHEREAS, the City of Bellingham historically has held an internal recruit academy; and

WHEREAS, the recruit academy has typically been 12 weeks or less and has fallen within the three month window of article 44 sections 3 and 5 of the CBA(Admin Support Assignments); and

WHEREAS, the City of Bellingham has now extended the length of this recruit academy to 16 weeks; and

WHEREAS, the City of Bellingham and IAFF Local 106 agree that invoking the conditions of article 44 section 5 of the CBA would be detrimental to the affected employees; and

WHEREAS, the City of Bellingham and IAFF Local 106 agree that invoking the conditions of article 44 section 3 creates an additional financial load for the City;

NOW, THEREFORE, the parties agree that article 44 section 3 and 5 be modified to include a 4 month window as follows:

ARTICLE 44... ADMINISTRATIVE SUPPORT ASSIGNMENTS

SECTION 3. ADMINISTRATIVE PREMIUM PAY

Employees so appointed to positions that extend, or are anticipated to extend, beyond ~~three~~ four months, shall receive premium pay in accordance with Article 42 and Appendix B, and shall receive overtime pay in accordance with Article 26.

Retroactive premium pay, back to the appointment date, shall apply to those assignments that extend beyond ~~three~~ four months.

SECTION 5. ADMINISTRATIVE SUPPORT ACCRUAL RATES

Employees so appointed to positions that extend, or are anticipated to extend, beyond ~~three~~ four months, shall have their accrual rates changed to those of the new assignment. Hours previously earned are not changed. For example, if the hours were earned in Operations, those hours are kept when moved to Administration. An Administrative assignment does not accrue holiday hours. At the time the employee returns to Operations, the amount of vacation hours above the scheduled vacation hours for the next year will be cashed out at the end of the calendar year at the employee's current base rate of pay.

This agreement is retroactive to the start of the 2021-1 recruit academy and will remain in effect through December 31, 2021.

DATED this 7th day of July, 2021 for **IAFF Local 106:**



Brian Parfet
Executive Board IAFF Local 106/BFD Unit Chairman



Kenneth Cunningham
IAFF Local 106 President



Daniel Jensen
IAFF Local 106 Secretary Treasurer


DATED this 12 day of July, 2021 for the CITY OF BELLINGHAM:


Mayor

ATTEST: 
Finance Director


Human Resources ~~Services Manager~~
Director


Fire Chief

APPROVED AS TO FORM:

Office of the City Attorney