



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And What-Comm Dispatcher Guild

Modifying the Shift Rotation Period Bid Covering 2025

- I. **PURPOSE:** This Memorandum of Understanding (MOU) is entered into by and between the City of Bellingham ("City") and the What-Comm Dispatchers Guild ("Guild"), collectively referred to as the "parties." This MOU's purpose is to modify the Shift Rotation Bidding and Vacation Bidding provided in Appendix C, Article 14.4 (Procedure) of the parties' Collective Bargaining Agreement ("Agreement"), effective January 1, 2023, through December 31, 2024.
- II. **SCOPE:** This MOU covers all Dispatchers represented by the Guild.
- III. **RECITALS:**
 - A. WHEREAS, the Guild represents Dispatchers and Dispatch Supervisors of the What-Comm emergency dispatch operation performing dispatch duties ("Bargaining Unit")
 - B. WHEREAS, the parties wish to modify the bid covering 2025 by adding a Round Five so Dispatchers eligible to serve as Lead Workers can select their shifts without disrupting the bid process, which has already commenced.
 - C. WHEREAS, the parties are currently bargaining the successor Agreement and have tentatively agreed to modify the bid covering 2026 by adding to Round One so Dispatchers eligible to serve as Lead Workers can select their assigned lead shifts at the beginning of the process.

IV. AGREEMENT:

NOW, THEREFORE, the parties agree that:

1. Appendix C, Article 14.4 (Procedure) of the Agreement shall be modified as follows:

Round Five: When shift selection and vacation bidding is complete, Dispatchers eligible to serve as Lead Worker will select Lead Worker assignments for Days, Swings, and Nights for each two-month SRP in order of seniority according to the following procedure:

- (1) Dispatchers may select one SRP to serve as Lead in each round. They must have bid less than 40 hours of vacation during the SRP and must not have overlapping days off with the supervisor assigned to the selected shift.
- (2) Dispatchers will have 24 hours to select their Lead assignments.
- (3) When all eligible dispatchers have selected their preferred Lead assignments, the rotation will begin again until all shifts have lead assignments.
- (4) In the absence of an eligible volunteer, Leads will be assigned based on the Lead Worker Rotation list by the Deputy Director or their designee.

2. This MOU is effective upon full execution through December 31, 2025.
3. The parties may modify this MOU's terms with mutual agreement in writing.
4. Any disputes arising from or related to this MOU shall be resolved under the grievance procedure in Article 23 of the Agreement.

EXECUTED this 27th day of December, 2024 for **WHAT-COMM**
DISPATCHERS GUILD:


 Sheri Ducker
 Guild President

DATED this 17th day of January, ²⁰²⁵ 2024 for the **CITY OF BELLINGHAM:**


 Kim Lund

Mayor

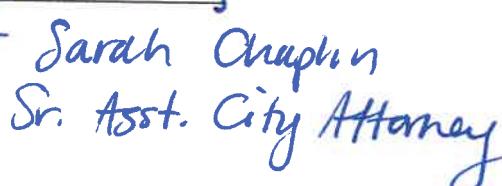

 Ameleah Sullivan

Interim Human Resources Director

ATTEST: 
 Andrew Asbjornsen
 Finance Director

APPROVED AS TO FORM:


 Alan Marriner
 City Attorney


 Sarah Chapin
 Sr. Asst. City Attorney