



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And What-Comm Dispatcher Guild

Modifying the Shift Rotation Period Bid Covering 2026

- 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 13.4 Section 4 (Procedure) of the parties’ Collective Bargaining Agreement (“Agreement”), The Parties agree that the practices covered in this MOU will be subject to collective bargaining for the successor Agreement and this MOU will expire upon ratification of a successor agreement.
- 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 2025 bid process covering the 2026 calendar year by adding a Lead Worker bidding process to Round Four and adding a Round Five for Lead Worker bidding.

IV. AGREEMENT:

NOW, THEREFORE, the parties agree that:

Appendix C, Article 13.4 Section 4 (Procedure) of the Agreement shall be modified for the 2026 bidding only as follows:

- A. Dispatchers eligible to serve as Assigned Lead Worker will select Lead Worker assignments for Days, Swings, and Nights for each individual month of 2026, in order of seniority according to the following procedure:

Round Four:

- (1) Dispatchers may select two individual months to serve as Lead. They must have bid no more than 40 hours of vacation during the selected months and must not

have overlapping days off with the supervisor assigned to the selected shift for that month.

(2) Dispatchers will have 24 hours to select their Lead assignments for each month.

Round Five:

When all eligible dispatchers have selected their two preferred Lead assignment months, the same procedure identified in Round Four will begin again in Round 5 until all shifts have lead assignments.

B. In the absence of an eligible volunteer, Leads will be assigned for that month based on the Assigned Lead Worker Rotation list by the Deputy Director or their designee.

C. Lead Worker assignments will begin the first Monday of each month.

This agreement shall be effective upon full execution of the parties and any lead worker shifts bid for 2026 prior to the execution of this agreement as a function of the bid currently underway shall be vacated.

EXECUTED this _____ day of _____, 2025 for **WHAT-COMM DISPATCHERS GUILD:**

Sheri Ducker
Guild President

DATED this _____ day of _____, 2025 for the **CITY OF BELLINGHAM:**

Mayor

ATTEST: _____
Finance Director

Human Resources

APPROVED AS TO FORM:

City Attorney