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## MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

And

What-Comm Dispatcher's Guild

### Master Dispatcher Premium Pay Grievance

- I. **PURPOSE:** This outlines the mutual agreement between the parties regarding the settlement of the grievance filed on July 15, 2020, regarding the methodology for calculating the Master Dispatcher Premium.
  
- II. **SCOPE:** This agreement covers affected members of the What-Comm Dispatchers Guild receiving Master Dispatcher Premium pay. This agreement also modifies existing language in the Collective Bargaining Agreement between the parties which applies to all employees covered under the Collective Bargaining Agreement between the City of Bellingham and the What-Comm Dispatcher's Guild.

### III. **AGREEMENT:**

WHEREAS, the parties have reached a mutual resolution to resolve the grievance presented on July 15, 2020; and

WHEREAS, the parties agree that the master dispatcher premium shall be three percent over the employee's regular wage which results in each master dispatcher's premium being calculated based on their actual pay step;

NOW, THEREFORE, the parties agree as follows:

- Each affected Guild member will receive a retroactive adjustment of their master dispatcher premium payment based on each dispatcher's regular wage from January 1, 2020 through the effective date in bullet two below, to be paid as soon as administratively possible, but no later than December 23, 2020.
  
- The methodology for calculating the Master Dispatcher premium pay shall be adjusted effective the first pay period following full execution of this agreement by both parties to reflect the modified contract language below.

- The following contract language shall be altered to reflect the new language as shown below in red with the deleted wording shown in strike-through:

**28.4 Premium Pay.** The following premiums shall be paid to eligible employees:

Master Dispatcher Premium: The terms and conditions of the Master Dispatcher Program are set forth in Article 8. An employee who meets the qualifications therein shall receive a three percent (3%) premium over their ~~ir top-step Dispatch 2~~ regular wage. When a Master Dispatcher performs the "Lead" or CTO functions they will receive a total of nine percent (9%) premium above their ~~ir top-step Dispatch 2~~ regular wage for the hours they are serving as a Lead or CTO. There will be no stacking of the Master Dispatcher premium and other special assignment pay premiums, except as set forth herein.

EXECUTED, this 26 day of October, 2020 for the **What-Comm Dispatcher's Guild:**

Katherin Mitchell  
Katherin Mitchell, President

EXECUTED, this 6 day of November, 2020 for the **City of Bellingham**

[Signature]  
Mayor

ATTEST: [Signature]  
Finance Director

DEPARTMENTAL APPROVAL:  
[Signature]  
Police Chief

[Signature]  
Human Resources Services Manager

APPROVED AS TO FORM:  
[Signature]  
Bellingham City Attorney