

No: 25-002
Date: January 8, 2025

RESOLUTION
OF THE CITY COUNCIL
CITY OF SANDPOINT

TITLE: AMENDING THE 2024-2027 COLLECTIVE BARGAINING AGREEMENT (CBA) WITH THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2319 THROUGH A MEMORANDUM OF UNDERSTANDING (MOU) THAT WILL ADD 12% SWING-UP PAY TO APPENDIX B, FIRE SALARY SCHEDULE

WHEREAS: On September 4, 2024, under Resolution 24-064, City Council approved the 2024-2027 CBA with IAFF Local 2319, effective October 1, 2024;

WHEREAS: It has been noted and recognized that swing-up pay was not included in the Fire Salary Schedule, Appendix B, as part of the original negotiations for this new labor contract;

WHEREAS: Swing-Up pay is paid to an employee who "swings up" to a position that needs to be filled due to an absence; and


WHEREAS: This MOU will add 12% Swing-Up pay to the Fire Salary Schedule, reflecting that compensation for swing-up will be 12% of the employee's salary, as negotiated between representatives of the City and Local 2319.

NOW, THEREFORE, BE IT RESOLVED THAT: The 2024-2027 Collective Bargaining Agreement (CBA) with the International Association Of Firefighters Local 2319 is hereby amended through a Memorandum Of Understanding that adds 12% Swing-Up Pay to the Fire Salary Schedule, Appendix B to the CBA, a copy of which is attached hereto and made a part hereof as if fully incorporated herein.

BE IT FURTHER RESOLVED THAT: The Mayor, on behalf of the City, is authorized to sign and enter into this Memorandum of Understanding.



Jeremy Grimm, Mayor

ATTEST:


Melissa Ward, City Clerk

MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF SANDPOINT
AND SELKIRK FIREFIGHTERS LOCAL 2319 SANDPOINT GROUP

1. **Parties.** This Memorandum of Understanding (hereinafter referred to as "MOU") is made and entered into by and between the City of Sandpoint and Selkirk Firefighters Local 2319, Sandpoint Group.
2. **Purpose.** The purpose of this MOU is to amend the Fire Salary Schedule, Appendix B adding Swing Up Pay to the Salary Schedule.

Salary Schedule, Appendix B, will be amended to:


Add 12% Swing-Up pay to Salary Schedule, Appendix B, attached hereto for reference.

3. **Term of MOU.** This MOU is effective upon effective date of the original Collective Bargaining Agreement 2024-2027 – October 01, 2024.
4. **Responsibilities of the City of Sandpoint.** To acknowledge the amendment of the CBA Article 17 and to process all affected wages for Swing Up Pay beginning October 01, 2024 and pay them retroactively to that date and for all instances going forward through the term of the Collective Bargaining Agreement.
5. **General Provisions**
 - A. **Amendments.** Either party may request changes to this MOU. Any changes, modifications, revisions, or amendments to this MOU which are mutually agreed upon by and between the parties to this MOU shall be incorporated by written instrument, and effective when executed and signed by all parties to this MOU.
 - B. **Entirety of Agreement.** This MOU, consisting of 3 pages, represents the entire and integrated agreement between the parties regarding the amendment to add 12% Swing Up Pay to Fire Salary Schedule, Appendix B beginning October 01, 2024 and throughout the term as outlined in the Collective Bargaining Agreement.
 - C. **Severability.** Should any portion of this MOU be judicially determined to be illegal or unenforceable, the remainder of the MOU shall continue in full force and effect, and either party may renegotiate the terms affected by the severance.

6. Signatures. In witness whereof, the parties to this MOU through their duly authorized representatives have executed this MOU on the days and dates set out below, and certify that they have read, and understood, and agreed to the terms and conditions of this MOU as set forth herein.

The effective date of this MOU is October 01, 2024.

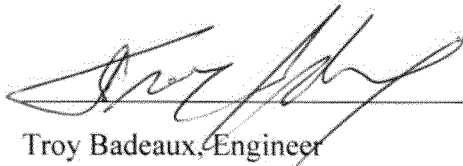
City of Sandpoint



Jeremy Grimm, Mayor

January 8, 2025
Date

Selkirk Firefighters Local 2319



Troy Badeaux, Engineer

22 Dec 2024
Date

APPENDIX B

Effective October 1, 2024

Step Scale with Longevity built in

Rank/Title	Grade	STEP =									
		1	2	3	4	5	6	7	8	9	10
Captain	3	\$26.55	\$27.08	\$27.62	\$28.17	\$28.74	\$29.31	\$29.90	\$30.50	\$31.11	\$31.73
Engineer	2	\$23.70	\$24.18	\$24.66	\$25.16	\$25.66	\$26.17	\$26.70	\$27.23	\$27.77	\$28.33
Firefighter/Probationary*	1	\$21.17	\$21.59	\$22.02	\$22.46	\$22.91	\$23.37	\$23.84	\$24.31	\$24.80	\$25.29

*Probationary Firefighter starts at Grade 1 Step 1. On completion of 1 year and probationary task manual a Probationary Firefighter will be promoted to a Firefighter Grade 1 Step 2

12% Increase - Grade/Promotional

2% Increase - Steps

20% Full range width

12% Swing-UP Pay