

No: 26-
Date: April 15, 2026

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) ADDING THE UPDATED LANGUAGE IN THE CITY'S PERSONNEL POLICY THAT IDENTIFIES HOW PAID TIME OFF (PTO) PAYOUTS SHALL BE MADE UPON SEPARATION.

WHEREAS: The City entered into a Collective Bargaining Agreement (CBA) with the International Association of Firefighters Local 2319 effective October 1, 2024, and terminating September 30, 2027, and subsequently amended on January 8, 2025;

WHEREAS: The City Council approved updates to the City Personnel Policy. It has been recognized that certain updates to the City Personnel Policy were not incorporated into the Collective Bargaining Agreement at the time of approval;

WHEREAS: The omitted updates pertain specifically to provisions regarding Separation from Service (Non-Retirement) and Separation from Service (Retirement), including clarification of how Paid Time Off (PTO) payouts shall be administered upon separation;

WHEREAS: The City and the International Association of Firefighters Local 2319 desire to ensure consistency between the Collective Bargaining Agreement and the City Personnel Policy; and

WHEREAS: A Memorandum of Understanding (MOU) has been prepared to incorporate the relevant Personnel Policy language into the Collective Bargaining Agreement to accurately reflect the intent of the parties;

NOW, THEREFORE, BE IT RESOLVED that the City Council approves the Memorandum of Understanding incorporating the updated Personnel Policy provisions related to Separation from Service and PTO payout into the Collective Bargaining Agreement with the International Association of Firefighters Local 2319; and

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:

Meri Jane Bohn, City Clerk