

**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.

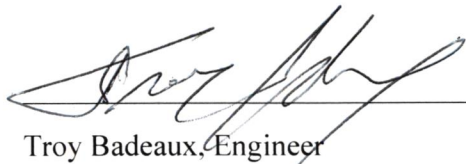
City of Sandpoint

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Jeremy Grimm, Mayor

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
<b>Captain</b>	<b>3</b>	\$26.55	\$27.08	\$27.62	\$28.17	\$28.74	\$29.31	\$29.90	\$30.50	\$31.11	\$31.73
<b>Engineer</b>	<b>2</b>	\$23.70	\$24.18	\$24.66	\$25.16	\$25.66	\$26.17	\$26.70	\$27.23	\$27.77	\$28.33
<b>Firefighter/Probationary *</b>	<b>1</b>	\$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