

# MEMORANDUM OF UNDERSTANDING

Between

City of Snoqualmie, WA

And

## INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 2878

This Memorandum of Understanding (MOU) is entered into by and between the City of Snoqualmie (City) and IAFF Local 2878 (Union) to establish the wages, benefits, and work schedule for the newly established Training Captain position.

WHEREAS, the City and Union recently ratified a successor labor agreement in which the IAFF Collective Labor Agreement identifies wages, benefits, and work schedule for the position of Fire Captain but not Training Captain; and

WHEREAS, the newly established Training Captain duties and assignments have been established through a job analysis and a Job Description has been created outlining the duties and responsibilities of the position,

WHEREAS, the intention of the parties is to agree to terms and duties in the job description and the wages, benefits, and work schedule for this position;

NOW, therefore, the City and the Union agree to the following:

1. The City has approved the position of Training Captain and have established a job description for this position. The City and the Union agree to the following terms for this position:

- a. The Fire: Captain job description has been revised to Training Captain and now includes "serving as the Department's Volunteer Program Coordinator."
- b. The work schedule for the Training Captain will be a seven-day fair labor standards (FLSA) schedule, totaling 2,288 hours annually or 44 hours per week. The work schedule will be mutually agreed to between the Fire Chief and the Employee and will meet the following requirements:
  - i. Be Monday through Friday,
  - ii. Beginning not earlier than 0600 and not later than 0800 hours,
  - iii. Ending not later than 1600 or 1800 except during volunteer training nights, and
  - iv. Include the coverage of volunteer training schedule nights.
- c. The Training Captain shall accumulate vacation leave at the following schedule:

Years of Service	2022 Annual / Monthly	2023 Annual / Monthly
Beginning 4-6 years	115 Hrs / 9.6 Hrs Mo.	125.4 Hrs / 10.5 Hrs Mo.
Beginning 7-9 years	135.9 Hrs / 11.3 Hrs Mo.	146.3 Hrs / 12.2 Hrs Mo.
Beginning 10-14 years	156.8 Hrs / 13.1 Hrs Mo.	167.2 Hrs / 13.9 Hrs Mo.
Beginning 15-19 years	177.7 Hrs / 14.8 Hrs Mo.	188.1 Hrs / 15.7 Hrs Mo.
Beginning 20+ years	200.3 Hrs / 16.7 Hrs Mo.	210.1 Hrs / 17.5 Hrs Mo.

- d. The Training Captain shall receive one-hundred thirty (130) hours of holiday time.
- e. The Training Captain shall accumulate sick leave at a rate of ten (10) hours per month to a maximum leave balance of 1,080 hours, and shall also receive the sick-leave incentive program outlined in Article 23.1 if their leave bank exceeds 1,080 hours.

- f. The Training Captain shall receive up to two (2) work shifts of bereavement leave for the death of an immediate family member as defined in Article 24.2.
- g. If the City executes an agreement to join a training consortium, the City will provide a staff vehicle for use during business hours and for travel to and from the assigned training location.

- 2. This MOU is effective when signed by both parties and retroactively applicable to October 1, 2022.

Agreed to this \_\_\_\_ day of \_\_\_\_\_, 2022.

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, Local 2878

\_\_\_\_\_  
President

CITY OF SNOQUALMIE

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Mayor Katherine Ross