

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 changes to the collective labor agreement (CLA) related to postponing the March 2023 Lieutenant Promotional Exam.

WHEREAS, the City and Union recently ratified a successor labor agreement in which the IAFF Collective Labor Agreement identifies time frames associated with promotional testing and those serving as long-term acting lieutenants; and

WHEREAS, the City had originally scheduled the Work History Rating portion of the promotional exam for March 10, and the Lieutenant's Assessment Center for March 28, but one candidate was unable to participate because of unforeseen circumstances; and

WHEREAS, the opportunity for promotion only occurs an average of every four (4) years; and

WHEREAS, the postponing of the assessment center has created timing challenges with existing CLA language; and

WHEREAS, the intention of the parties is to agree to terms that allow the City to reschedule the lieutenant's promotional exam so all four qualified members can have the opportunity to participate in the process; and

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

1. The March 10 work history rating and the March 28 assessment center components of the Fire Lieutenant's promotional exam shall be postponed until a later date, currently tentatively rescheduled for June 5 and June 9, 2023 but not later than June 30, 2023.
2. Article 15.4 of the 2022-2025 Collective Bargaining Agreement is hereby amended to read as follows:

15.4 If a vacancy occurs as a result of termination, resignation, death or retirement, and it is not due to a reduction in force or a reduction in rank, the City agrees to fill the vacancy within six (6) months, or such later date if mutually agreed by the City and Union.

3. This MOU is effective when signed by both parties.

Agreed to this ____ day of _____, 2023.

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, Local 2878

President

CITY OF SNOQUALMIE

Mayor Katherine Ross

DRAFT