

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF YAKIMA,
AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 469 (PERS
BARGAINING UNIT).**

THIS MEMORANDUM OF UNDERSTANDING (hereinafter "MOU") is made and entered into by and between the International Association of Fire Fighters Local 469 (PERS bargaining unit (hereinafter "Union") and the City of Yakima, a Washington Municipal corporation (hereinafter "City").

Whereas, this MOU memorializes the agreement between the City and the Union regarding incentives and other conditions related to Telecommunicator Supervisors, Telecommunicators and Telecommunicator Is employed by the City. All parties acknowledge that these issues have been negotiated in accordance with RCW 41.56; and

Whereas, the City and the Union agree that the provisions as set forth in this MOU do not create a past practice and supersede any conflicting provisions in any Collective Bargaining Agreement (hereinafter "CBA") covering the issues contained in this MOU.

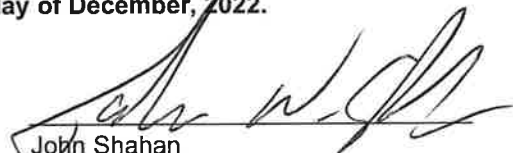
Therefore, the City and the Union agree that for one (1) year from the execution of this MOU, the following conditions apply:

1. Newly hired Telecommunicators are eligible for an incentive as follows:
 - a. Newly hired Telecommunicators will receive a \$5000 incentive to be paid on their first paycheck following the first full month of employment after execution of the repayment contract in 2(b).
 - b. To be eligible for this incentive, the employee must sign a repayment contract whereby they agree to repay, on a pro-rated basis, any paid incentive if they leave employment within the first three years.
2. Current Telecommunicator Supervisors, Telecommunicators and Telecommunicator Is are eligible for incentive as follows:
 - a. Telecommunicator Supervisors, Telecommunicators and Telecommunicator Is employed on the date this MOU is will receive a \$2000 retention incentive to be paid on their first paycheck following execution of the repayment contract in 5(b).
 - b. To be eligible for this incentive, the employee must sign a repayment contract whereby they agree to repay, on a pro-rated basis, any paid incentive if they leave employment within the first two years.


This MOU is executed by the parties this 14th day of December, 2022.




Robert Harrison
City Manager



John Shahan
IAFF Local 469 President



Angela Brown
Acting Public Safety Communications Manager



Andrew Zuber *Zuber Wilk*
IAFF Local 469 Chief Negotiator

CITY CONTRACT NO: 000-028
RESOLUTION NO: R2020184