

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF YAKIMA,
AND YAKIMA FIREFIGHTERS ASSOCIATION LOCAL 469.**

THIS MEMORANDUM OF UNDERSTANDING (hereinafter "MOU") is made and entered into by and between the Yakima Firefighters Association Local 469 (hereinafter "IAFF") and the City of Yakima, a Washington Municipal corporation (hereinafter "City").

Whereas, the City of Yakima is a charter city of the first class of the State of Washington and is the employer of all members of the Yakima Fire Department; and

Whereas, the IAFF Local 469 is the exclusive bargaining representative of the LEOFF firefighters who provide fire protection services and other related fire department services within the City of Yakima; and

Whereas, this MOU memorializes the agreements between the City and the IAFF regarding the administrative fee for the HRA VEBA. All parties acknowledge that these issues have been negotiated in accordance with RCW 41.56; and

Whereas, the City and IAFF agree that the provisions as set forth in this MOU supersede any conflicting provisions in any Collective Bargaining Agreement (CBA) covering the issues contained in this MOU.

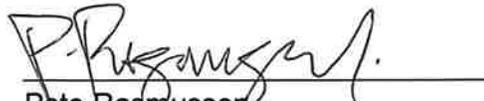
Therefore, the parties agree to the following regarding the administrative fee for the HRA VEBA:

For the term of this current Collective Bargaining Agreement, the City shall be responsible for the \$1.50 per month administrative fee to the third-party administrator. The individual shall be responsible for any other fees.

This MOU is executed by the parties this 4th **day of** Feb. **January** , 2026.



Victoria Baker
City Manager



Pete Rasmussen
IAFF Local 469 President

CITY CONTRACT NO: 2026-012
RESOLUTION NO: R-2025-177

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Whereas, the City of Yakima is a charter city of the first class of the State of Washington and is the employer of all members of the Yakima Fire Department; and

Whereas, the IAFF Local 469 is the exclusive bargaining representative of the LEOFF firefighters who provide fire protection services and other related fire department services within the City of Yakima; and

Whereas, this MOU memorializes the agreements between the City and the IAFF regarding the notice of retirement date for HRA prorating. All parties acknowledge that these issues have been negotiated in accordance with RCW 41.56; and

Whereas, the City and IAFF agree that the provisions as set forth in this MOU supersede any conflicting provisions in any Collective Bargaining Agreement (CBA) covering the issues contained in this MOU.

Therefore, the parties agree that Section 18.2(f) shall be amended as follows:

18.2(f) HRA (Health Reimbursement Arrangement).

(1) During the first pay period of each year, the City shall contribute for each LEOFF II employee covered by this Agreement, to an HRA account. Contribution amounts are as follows"

Employee-only coverage: \$2,000

Employee/Dependent coverage: \$4,000

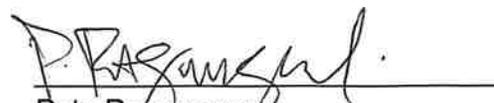
(2) New employees hired after the first pay cycle of the year will receive the HRA contribution at the rate of one twelfth (1/12) of the rate above for each month remaining in the calendar year.

(3) Any employee who has received their HRA contribution and leaves the Department before December 31 shall have one twelfth (1/12) of the value of the rate above removed from their earnings for each month remaining in the year. Except employees who separate from service as a service retirement after April 30 and provide the City with sixty (60) days written notice of intent to retire will not have their HRA prorated.

This MOU is executed by the parties this 4th day of Feb., 2026.



Victoria Baker
City Manager



Pete Rasmussen
IAFF Local 469 President

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