

**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 long term acting assignments. 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 and shall be added into the CBA upon ratification of a successor CBA.

**Therefore**, Section 21.1.1 of the CBA shall be added as follows:

21.1.1 Long Term Acting. When a vacancy or absence is expected to exceed 30 days, the Fire Chief, or their designee, will fill the position with a long term actor (LTA). The provisions of this Section shall govern if there are conflicts in other areas of the CBA. The position will be filled as follows:

- a) The assignment will be first offered to the highest ranking member on the promotional list.
- b) If a shift transfer is generated, the individuals approved time off will be honored. The assignment can be declined by the individual if it creates a shift transfer.
- c) The City may choose to pass on an individual when they have significant time off planned during the expected term of the acting assignment.
- d) If there is no current promotional register in place for the acting position, qualified actors shall be chosen based on seniority in grade by the shift with the vacancy.
- e) City will process a personnel action form for the assigned LTA.
- f) The LTA will be placed on the overtime hiring list of the acting position. The last day worked for overtime hiring purposes will follow with the LTA. When the assignment is completed for the individual, they will be placed back into their normal overtime list with the most current last date worked from the acting position. The LTA will not be permitted on more than one OT list at a time.

g) LTA assignments shall not exceed 120 days unless mutually agreed upon by the Union and the City.

This MOU is executed by the parties this 18<sup>th</sup> day of September, 2024.



Victoria Baker  
City Manager



Pete Rasmussen  
IAFF Local 469 President

CITY CONTRACT NO: 2024-179  
RESOLUTION NO: R-2022-164