

MEMORANDUM OF UNDERSTANDING

By and between
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, the City of Yakima is a charter city of the first class of the State of Washington and is the employer of all members who work as Telecommunicators; and

Whereas, the Union is the exclusive bargaining representative all permanent City Telecommunicators; and

Whereas, this MOU memorializes the agreement between the City and the Union regarding incentives and other conditions related to telecommunicators. 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; and

Whereas, this MOU is intended to extend hiring incentives found in previous MOU's and not intended to create additional hiring incentives.


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. If employee separates service from the City of Yakima or transfers to a new position, other than a promotion to a Telecommunicator Supervisor, prior to the completion of thirty-six (36) months of service, complete payment of the reimbursement obligation shall be deducted from the employee's final paycheck. If the repayment amount owed is in excess of the final paycheck, any balance owed shall be paid within twelve (12) months of cessation of employment, in monthly installments of no less than one twelfth (1/12) of the total remaining reimbursement obligation, commencing 30 days following the last day of employment as a telecommunicator.

Executed this 8th January, 2024 day of ~~December~~, 2023.


City of Yakima:

For the Union:



Robert Harrison
City Manager

1/8/24
Date



Mark Buskas
IAFF Local 469 Vice President

1/4/24
Date



Andrew Zuber
IAFF Local 469 Chief Negotiator

1-2-24
Date

CITY CONTRACT NO: 2024-013
RESOLUTION NO: R-2022-084