

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made and entered into by and between the City of Mukilteo (hereinafter referred to as "City") and International Association of Firefighters, Local 3482 (hereinafter referred to as "union").

1. Purpose: The purpose of the MOU is to set forth the agreement of the parties concerning Shift Battalion Chiefs in the Mukilteo Fire Department.
2. Agreement: Both parties agree to the following working conditions.
 1. Shifts: The twenty-four hour shift for Shift Battalion Chiefs shall commence at 0630 and conclude at 0630.
 2. Probationary Period: Shift Battalion Chiefs shall serve a probationary period of twelve (12) months.
 3. Evaluations: The Employer will endeavor to provide an objective written evaluation on their performance and progress every ninety (90) days.
 4. Staffing: Each shift will have a bargaining unit Battalion Chief or an Acting Battalion Chief and a Captain on-duty.
 5. Compensation:
 - a. Battalion Chief Step A \$8,708.16
 - b. Battalion Chief Step B \$9,480.66
 - c. Battalion Chief Step C \$10,139.90
 6. Acting Chief: In the event the City chooses to designate a Battalion Chief as the Acting Chief, the Acting Chief will be paid at their current Battalion Chief step with an additional premium of 10% for all hours worked in the absence of the Chief.
 - a. The Acting Chief will be assigned to either a 5/8 or 9/80 schedule during the appointment period, with the ability to flex the work schedule.
 - b. The Acting Chief will not be paid overtime for attending meetings or performing duties on behalf of the Chief.
 - c. The Acting Chief will be assigned a take home vehicle, pager and cell phone and shall be considered in all call status.
 - d. The Acting Chief will be able to work suppression overtime as long as it does not conflict with the Acting Chief duties. Such work shall be at their current Battalion Chief overtime rate of pay.
3. Effective Date: This MOU will be effective upon the signing of both parties and remain in effect until revised, rescinded, or incorporated into a collective bargaining agreement.

Signed this 8th day of April, 2019.

By: 
JIM MEWBOURN, PRESIDENT

By: 
JENNIFER GREGERSON, MAYOR