

Memorandum of Understanding

The purpose of this Memorandum of Understanding between the City of Arlington (the "City") and Local No. 3728, International Association of Firefighters (the "Union") is to memorialize an agreement reached between the parties regarding wages and benefits for the remainder of their current collective bargaining agreement.

Recitals

The parties have in place a collective bargaining agreement covering the period from January 1, 2014 through December 31, 2016 (the "Agreement"). Section 3.2 of the Agreement permits either party to reopen the Agreement to bargain over changes to wages or the insurance program applicable to the Union for the 2015 and 2016 calendar years. The Union exercised its right to reopen the Agreement after July 2014, and the parties have now reached agreement on a wage and insurance package for the remaining term of the Agreement. The parties have created this Memorandum to record their agreement.

Agreement

Now, therefore, the parties agree as follows:

1. The City will increase the base wages for bargaining unit members by three and one-half percent (3.5%) retroactive to July 1, 2015.
2. Effective January 1, 2016, the City will increase the base wages for bargaining unit members by 100% of the Seattle-Tacoma-Bremerton CPI-U (June 2014-June 2015), with a minimum increase of 1.5% and a maximum increase of 3%.
3. The City will maintain the insurance program described in Article 14 for the duration of the Agreement.
4. Appendix A of the Agreement will be replaced with the revised Appendix A (attached Exhibit 1 of this Memorandum) showing the wage increases described above.

Signed and Dated this 17 day of August, 2015.

City of Arlington


By BARBARA TOLBERT
Its MAYOR

Local No. 3728, International Association
of Firefighters


By GREG KOONTZ
Its PRESIDENT

EXHIBIT 1

**APPENDIX “A”
to the
AGREEMENT
By and between
The City of Arlington
and
Arlington Firefighters Organization,
Local #3728, IAFF**

January 1, 2014 through December 31, 2016

This Appendix “A” is supplemental to the Agreement by and between the City of Arlington, Washington, hereinafter referred to as the Employer, and the Arlington Firefighters Organization, Local #3728, IAFF, hereinafter referred to as the Union.

A.1 Effective January 1, 2014, the following rates of pay for employees covered by the Agreement shall be as follows:

<u>Classification</u>	<u>Completed Months of Continuous Employment</u>	<u>Salary per Month</u>
<u>Firefighter</u>		
Probationary Firefighter (75%)	0 - 6 months	\$ 4,701
Firefighter 5th Class (80%)	7 - 12 months	\$ 5,015
Firefighter 4th Class (85%)	13 - 24 months	\$ 5,329
Firefighter 3rd Class (90%)	25 - 36 months	\$ 5,642
Firefighter 2nd Class (95%)	37 - 48 months	\$ 5,956
Firefighter 1st Class (100%)	49 + months	\$ 6,269
<u>Paramedic</u> (12% above Firefighter)		
Probationary Firefighter/Paramedic (87%)	0 - 6 months	\$ 5,265
Firefighter/Paramedic 5th Class (92%)	7 - 12 months	\$ 5,617
Firefighter/Paramedic 4th Class (97%)	13 - 24 months	\$ 5,968
Firefighter/Paramedic 3rd Class (102%)	25 - 36 months	\$ 6,319
Firefighter/Paramedic 2nd Class (107%)	37 - 48 months	\$ 6,671
Firefighter/Paramedic 1st Class (112%)	49 + months	\$ 7,021
<u>Captain</u>		
Captain (120%)		\$ 7,523

A.2 Effective July 1, 2015, the rates of pay described in paragraph A.1 above will be increased by three and one-half percent (3.5%) to the following:

<u>Classification</u>	<u>Completed Months of Continuous Employment</u>	<u>Salary per Month</u>
<u>Firefighter</u>		
Probationary Firefighter (75%)	0 - 6 months	\$ 4,866
Firefighter 5th Class (80%)	7 - 12 months	\$ 5,191
Firefighter 4th Class (85%)	13 - 24 months	\$ 5,516
Firefighter 3rd Class (90%)	25 - 36 months	\$ 5,839
Firefighter 2nd Class (95%)	37 - 48 months	\$ 6,164
Firefighter 1st Class (100%)	49 + months	\$ 6,488
<u>Paramedic (12% above Firefighter)</u>		
Probationary Firefighter/Paramedic (87%)	0 - 6 months	\$ 5,449
Firefighter/Paramedic 5th Class (92%)	7 - 12 months	\$ 5,813
Firefighter/Paramedic 4th Class (97%)	13 - 24 months	\$ 6,177
Firefighter/Paramedic 3rd Class (102%)	25 - 36 months	\$ 6,540
Firefighter/Paramedic 2nd Class (107%)	37 - 48 months	\$ 6,904
Firefighter/Paramedic 1st Class (112%)	49 + months	\$ 7,267
<u>Captain</u>		
Captain (120%)		\$ 7,786

A.3 Effective January 1, 2016, the rates of pay described in paragraph A.2 above will be increased by 100% of the Seattle-Tacoma-Bremerton CPI-U (June 2014-June 2015), with a minimum increase of 1.5% and a maximum increase of 3%, to the following:

<u>Classification</u>	<u>Completed Months of Continuous Employment</u>	<u>Salary per Month</u>
<u>Firefighter</u>		
Probationary Firefighter (75%)	0 - 6 months	\$ 4,943
Firefighter 5th Class (80%)	7 - 12 months	\$ 5,274
Firefighter 4th Class (85%)	13 - 24 months	\$ 5,604
Firefighter 3rd Class (90%)	25 - 36 months	\$ 5,933
Firefighter 2nd Class (95%)	37 - 48 months	\$ 6,263
Firefighter 1st Class (100%)	49 + months	\$ 6,592

Paramedic (12% above Firefighter)		
Probationary Firefighter/Paramedic (87%)	0 - 6 months	\$ 5,537
Firefighter/Paramedic 5th Class (92%)	7 - 12 months	\$ 5,906
Firefighter/Paramedic 4th Class (97%)	13 - 24 months	\$ 6,276
Firefighter/Paramedic 3rd Class (102%)	25 - 36 months	\$ 6,645
Firefighter/Paramedic 2nd Class (107%)	37 - 48 months	\$ 7,015
Firefighter/Paramedic 1st Class (112%)	49 + months	\$ 7,383
Captain		
Captain (120%)		\$ 7,911

A.4 **Wage Increases** – Any wage increase shall become effective the first of the month, coincident with or next following the employee’s anniversary date of employment.

A.5 In the event an employee is on disciplinary status becomes otherwise eligible for a wage increase in accordance with Sections A.4 such increases shall not be granted until the employee has been removed from such status by the Fire Chief or designee. There shall be no retroactive pay adjustment under such circumstances.

A.6 Nothing herein shall prohibit the Employer from paying wage rates above those contained in this Appendix A.

Executed this 17th day of August, 2015.

Arlington Firefighters Organization
Local No. 3728, IAFF

City of Arlington

By: 
President

By: 
Mayor

Date: 8/18/15

Date: 8/20/15