

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS  
LOCAL #2444  
AND  
THE CITY OF CAMAS, WASHINGTON  
AND  
THE CITY OF WASHOUGAL, WASHINGTON**

The cities of Camas and Washougal and IAFF Local 2444 hereby agree to the following:

1. The current employees of the Washougal Fire Department that are members of IAFF Local 2444 will become employees of the City of Camas.
2. The transfer date to the City of Camas for the IAFF Local 2444 employees currently employed by the City of Washougal shall be determined by the City of Camas. All transferring Washougal IAFF Local 2444 employees shall have the same transfer date.
3. The transferring Washougal IAFF Local 2444 represented employees will become recognized by the City of Camas as part of the bargaining unit represented by Local 2444 as defined by Article 1 of the collective bargaining agreement between the City of Camas and the IAFF Local 2444 on their transfer date.
4. The transferring Washougal IAFF Local 2444 represented employees will be assigned to the same shift on their date of transfer as the shift they were working the day before the date of transfer. Shift changes after the date of transfer will follow the collective bargaining agreement between the City of Camas and the IAFF Local 2444.
5. IAFF Local 2444 represented employees transferring from the City of Washougal to the City of Camas shall have their seniority within the City of Camas determined by their employment start date with the City of Washougal Fire Department, in an IAFF represented position, for the purpose of promotions, transfers, layoffs or recalls under Article 11.
6. IAFF Local 2444 represented employees transferring from the City of Washougal to the City of Camas shall have their "Length of Service" for the purpose of calculating Vacation accrual as addressed in Article 6 of the collective bargaining agreement between the City of Camas and the IAFF Local 2444 be their length of service as an employee with City of Washougal and the City of Camas combined.
7. IAFF Local 2444 represented employees transferring from the City of Washougal to the City of Camas shall retain all accrued leave earned but not used at the time of transfer (pro-rated for any partial month). Such accrued leave shall include vacation time, sick leave and comp time.
8. IAFF Local 2444 represented employees transferring from the City of Washougal to the City of Camas upon their date of transfer will be granted 104 hours of holiday time off in lieu of holidays, less the holiday hours used in 2014 prior to the transfer date.
9. Upon the transfer date for IAFF Local 2444 employees transferring from the City of Washougal to the City of Camas the City of Camas shall apply the salary

structure attached as Exhibit A to all Camas-Washougal Fire Department employees in the IAFF Local 2444.

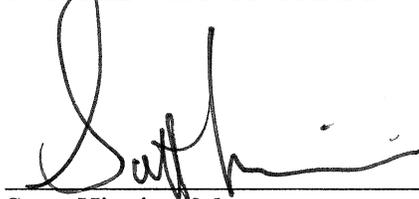
10. IAFF Local 2444 represented employees transferring from the City of Washougal to the City of Camas will no longer make social security contributions through employment with the City of Camas and the City of Camas will not make social security contributions based on the earnings of those employees.
11. IAFF Local 2444 represented employees transferring from the City of Washougal to the City of Camas are not eligible for the Camas post-retirement medical insurance cited in Article 13.7 of the collective bargaining agreement between the City of Camas and IAFF Local 2444.
12. All labor performed by the bargaining unit represented by Local 2444 as defined by Article 1 of the collective bargaining agreement between the City of Camas and the IAFF Local 2444 will be retained by that bargaining unit.
13. All labor performed by the bargaining unit represented by Local 2444 as defined by Article 1 of the collective bargaining agreement between the City of Washougal and the IAFF Local 2444 will be transferred to the bargaining unit represented by Local 2444 as defined by Article 1 of the collective bargaining agreement between the City of Camas and the IAFF Local 2444 and the IAFF Local 2444 retains the right to negotiate impacts consistent with RCW 41.56.
14. In all other respects, the parties agree to apply the provisions of the collective bargaining agreement between the City of Camas and the IAFF Local 2444 to the current employees of the Washougal Fire Department effective upon the start date for those employees with the City of Camas.
15. This agreement shall expire on June 30, 2014 if the Washougal employees who are members of IAFF Local 2444 do not start employment with the City of Camas by that date. In the event this agreement expires Washougal shall continue to employ the Washougal Fire Department members of IAFF Local 2444, pursuant to the terms of the collective bargaining agreement between the City of Washougal and the IAFF Local 2444.
16. Upon transfer of the IAFF Local 2444 represented employees from the City of Washougal to the City of Camas, the transferring employees shall have the position classification and wage step identified in Exhibit B.
17. The cities of Camas and Washougal shall work diligently on the tasks required to be completed before the transfer of the Washougal IAFF Local 2444 represented employees to the City of Camas. The CWFD Fire Chief shall contact the IAFF Local 2444 President at least monthly to provide a status on the tasks and the work remaining to be completed. The cities anticipate the employee transfer to be completed no later than May 1, 2014.
18. IAFF Local 2444 employees whose pay will be adjusted upward upon the transfer of Washougal employees to Camas shall receive the appropriate increase in pay retroactive to January 1, 2014. Within sixty (60) days of the transfer of Washougal IAFF Local 2444 employees to the City of Camas, the City of Washougal shall pay the transferring employees whose pay is increased the appropriate increase retroactive to January 1, 2014 and the City of Camas shall pay the current Camas employees whose pay is increased the appropriate increase retroactive to January 1, 2014. The retroactive pay for the employees eligible for

retroactive pay shall be adjusted (reduced) to reflect any pay increases received by the employees between January 1, 2014 and the date of transfer.

19. The City of Camas shall provide a bulletin board for IAFF Local 2444's use in each Camas-Washougal Fire Department fire station. The bulletin board shall be in an area conveniently accessible to bargaining unit employees. IAFF Local 2444 may maintain the board for the purpose of notifying employees of matters pertaining to IAFF Local 2444 business. All notices shall be signed by a representative of IAFF Local 2444 who is authorized by IAFF Local 2444 to approve such notices.
20. Upon the issuance of replacement Camas-Washougal Fire Department badges IAFF Local 2444 employees shall be allowed to retain their current badge as their personal property, subject to State regulations relating to disposal of city property.

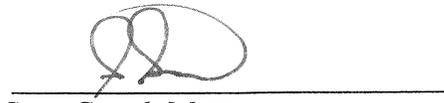
IN WITNESS WHEREOF, this Memorandum of Understanding is executed  
this 7<sup>th</sup> day of April, 2014.

FOR THE CITY OF CAMAS



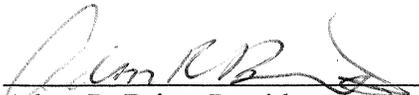
Scott Higgins, Mayor  
City of Camas, Washington

FOR THE CITY OF WASHOUGAL



Sean Guard, Mayor  
City of Washougal, Washington

FOR THE UNION



Adam R. Brice, President  
IAFF Local #2444

**EXHIBIT A**  
**Salary Structure Effective on the Transfer Date**

Years of Service:	<u>Under 1</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Step:	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>NA</u>
<b>PROPOSED PAY STRUCTURE AFTER TRANSFER</b>							
<b>Position Classification</b>	<b>Monthly Salary</b>						
Batalion Chief	\$ 7,025	\$ 7,280	\$ 7,543	\$ 7,814	\$ 8,097	\$ 8,391	\$ 8,391
Paramedic Captain	\$ 6,524	\$ 6,760	\$ 7,003	\$ 7,256	\$ 7,518	\$ 7,791	\$ 7,791
Fire Captain	\$ 6,302	\$ 6,511	\$ 6,719	\$ 6,926	\$ 6,940	\$ 7,191	\$ 7,191
Deputy Fire Marshal	\$ 6,021	\$ 6,240	\$ 6,465	\$ 6,698	\$ 6,940	\$ 7,191	\$ 7,191
Firefighter/Paramedic	\$ 5,520	\$ 5,720	\$ 5,927	\$ 6,140	\$ 6,362	\$ 6,592	\$ 6,592
Firefighter	\$ 5,158	\$ 5,333	\$ 5,509	\$ 5,581	\$ 5,783	\$ 5,993	\$ 5,993
<b>CHANGE TO EXISTING CAMAS PAY STRUCTURE</b>							
<b>Position Classification</b>	<b>Monthly Salary</b>						
Batalion Chief	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Paramedic Captain	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fire Captain	\$ 281	\$ 271	\$ 254	\$ 228	\$ -	\$ -	\$ -
Deputy Fire Marshal	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Firefighter/Paramedic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Firefighter	\$ 140	\$ 134	\$ 112	\$ -	\$ -	\$ -	\$ -
<b>CHANGE TO EXISTING WASHOUGAL PAY STRUCTURE</b>							
<b>Position Classification</b>	<b>Monthly Salary</b>						
Fire Captain	\$ -	\$ -	\$ -	\$ -	\$ 14	\$ 265	\$ 265
Firefighter	\$ -	\$ -	\$ -	\$ 72	\$ 100	\$ 310	\$ 134

**EXHIBIT B**  
**Washougal Employee Job Classification, Recognized Start Date and**  
**Wage Step Upon Transfer**

The job classification, recognized start date and wage step upon transfer for Washougal employees shall be the following:

<b>Name:</b>	<b>Job</b>		<b>Wage</b>
<b><u>Last, First</u></b>	<b><u>Classification</u></b>	<b><u>Start Date</u></b>	<b><u>Step</u></b>
Scott, Earl	Fire Captain	10/15/1991	6
Brock, Grant	Fire Captain	7/15/1993	6
Scheer, Joe	Firefighter	1/2/1996	6
McMakin, Dave	Firefighter	2/5/2001	6
Steigmann, Butch	Firefighter	6/1/2005	6
Nickles, Ron	Firefighter	6/1/2005	6
Kassel, Chris	Firefighter	3/9/2006	6
Porter, Ben	Firefighter	8/1/2011	3