

Memorandum of Understanding
to the Agreement by and between
the City of Kirkland

and

International Association of Firefighters Local No. 2545

Probationary Period and Seniority for 2023 Firefighter Recruits

May 9, 2023

This Memorandum of Understanding (MOU) is entered into to document the mutual agreement between the City of Kirkland, Washington ("Employer") and the International Association of Firefighters Local No. 2545 ("Union"). This MOU is supplemental to the Collective Bargaining Agreement (CBA), which is currently still in effect due to on-going CBA negotiations, and this MOU will continue to be supplemental to a subsequently ratified CBA.

In an effort to reduce attrition by Firefighter Recruits who have received employment offers but are required to wait an extended period of time for the fall fire academy to begin employment with the City, the Employer and the Local agree to the early hire of Recruits, depending on their need and availability. In doing so, the Employer and the Local now agree to the following terms and conditions regarding the probationary period and seniority for the 2023 Firefighter Recruits:

1. Civil Service Commission Rules XI, Section I defines a probationary period of one year. The CBA Section 5.7 defines "probationary" as 12 months from the date of hire. This MOU will define probationary as 12 months from the start date of the fall academy, August 16, 2023, for the entire Spring 2023 cohort of Firefighter Recruits, regardless of actual date of hire.
2. Consistent with past practice, seniority will continue to be based off the ranking on the certified Civil Service hire list.
3. The current Collective Bargaining agreement will determine all issues not contained in this MOU. Specifically, this will include determining pay steps, accruals, and years of service based on the actual date of hire.
4. Firefighter recruits who agree to early hire before academy will be assigned to day shift and will not be performing any emergency response work. Assignments may include, but are not limited to, training, fire prevention, or fire administration work appropriate to their skill level.

5. The parties agree that nothing contained in this MOU creates a past practice and that the MOU is not precedent setting in any way.

6. This MOU may be executed in counterparts and, when signed by all parties, shall be binding upon the parties. Transmission of this MOU by facsimile machine or email showing the original signature of a party shall be considered an original signature and shall be binding upon the signatory party.

7. This MOU is effective immediately upon signature by all representatives and the parties acknowledge and agree to the terms and conditions set forth in this MOU as evidenced by the signatures of the applicable parties below.

Signed this 24th day of May, 2023.


FOR THE CITY:



[Kurt Triplett \(May 24, 2023 10:55 PDT\)](#)

Kurt Triplett, City Manager
City of Kirkland

FOR THE UNION:



[Justin Becker \(Jun 6, 2023 13:39 PDT\)](#)

Justin Becker, President
IAFF Local #2545

Approved as Negotiated:



[Truc Dever \(Jun 6, 2023 13:40 PDT\)](#)

Truc Dever, Human Resources Director

Approved as to Form:



[Darcey Eilers \(Jun 14, 2023 12:48 PDT\)](#)

Darcey Eilers, Assistant City Attorney

IAFF MOU-2023 Recruit Probation and Seniority Final

Final Audit Report

2023-06-14

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