

Memorandum of Understanding
to the Agreement by and between
the City of Kirkland
and
IAFF Local No. 2545

Probationary Periods

This Memorandum of Understanding ("MOU") concerning probationary periods is entered into by and between the City of Kirkland, Washington ("City"), and Local 2545, International Association of Firefighters ("Union").

Background:

1. The parties have executed a collective bargaining agreement ("CBA"), valid until December 31, 2024.
2. The parties have reached agreement on the terms and conditions outlined below regarding probationary periods.

Terms and Conditions:

The parties agree as follows:

1. A new Section 5.9 shall be added to Article 5 of the CBA, as follows:

Section 5.9 Probationary Periods

5.9.a The probationary period for new employees will be completed 12 months after graduation from Recruit Academy.

5.9.b The probationary period for lateral employees will be completed 12 months after completing any required academy or training.

5.9.c Employees promoted to Lieutenant, Captain, or Battalion Chief will serve a probationary period as provided in Article 21. If an Employee is rejected from a promotional position during the probationary period, they will be restored to the position from which they were promoted.

5.9.d When any probationary employee, if assigned to 24-hour shifts, misses more than six 48-hour sets in a row (excluding Kelly shifts) or, if assigned to day shift, misses 6 weeks in a row, the employee's probationary period shall be extended the same number of shifts or days they were absent unless expressly waived by the Fire Chief.

2. The new Section 5.9 shall apply to all employees hired or promoted on or after May 30, 2024, the date the parties reached tentative agreement.
3. In all other respects the CBA between the parties shall remain in full force and effect.


4. This MOU may be executed in counterparts and, when signed by all parties, shall be binding upon the parties. Transmission of this MOU by email showing the original signature of a party shall be considered an original signature and shall be binding upon the signatory party.
5. This MOU is effective immediately upon signature by all representatives and the parties acknowledge and agree to the terms and conditions set forth in the MOU as evidenced by the signature of the applicable parties below.

FOR THE CITY:


Kurt Triplett
City Manager


Date

FOR THE UNION:


Evan Hurley (Aug 24, 2024 13:02 PDT)
Evan Hurley
President

Aug 24, 2024
Date

Approved as Negotiated:


Julie Underwood (Aug 21, 2024 07:36 PDT)
Julie Underwood, Interim Human Resources Director

Approved as to Form:


Darcey Eilers (Aug 28, 2024 14:30 PDT)
Darcey Eilers, City Attorney