

**Memorandum of Understanding  
to the Agreement by and between City of Kirkland and  
IAFF Local #2545**

**Wildland Fire Assistance  
July 01, 2023, through December 31, 2025**

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This Memorandum of Understanding is entered into to document the mutual agreement between the City of Kirkland, Washington ("Employer") and the IAFF Local 2545 ("Union") regarding Federal, State and DNR Mobilization. This MOU is supplemental to the parties' Collective Bargaining Agreement (CBA).

Both the Employer and Union agree that in response to changes in State, Federal, and Department of Natural Resources (DNR) Mobilization, and the anticipated requests for Wildland Fire Service assistance, the vital need for emergency services in the disaster regions, and the emergent nature of these wildfire requests, the Union and the City have established the following memorandum of understanding (MOU):

1. The Kirkland Fire Department's participation in Federal, State and DNR mobilizations shall be at the sole discretion of the Fire Chief or designee.
2. The minimum deployment staffing and apparatus type deployed shall meet the criteria of the requesting agency or jurisdiction and shall be consistent with current department policies.
3. Those who are deployed shall come from employees who satisfy the qualifications of the requesting agency and volunteer for the deployment.
4. Those who are deployed shall serve and participate as employees of the Kirkland Fire Department, as identified in the Federal, State, and DNR Mobilization requests.
5. Hours of duty are determined by the Incident Action Plan, which generally requires a 2:1 work/rest ratio and may not include portal to portal. The employees reported hourly rate is determined by the employee's hourly rate of pay at the time of deployment. These rates are defined in the collective bargaining agreement and shall be limited to those reimbursable hours defined by the Federal, State, and DNR Mobilization agreement.
6. The Employer shall provide training and equipment necessary for deployment. Likewise, employees shall be proficient with such tools/equipment and complete the necessary training prior to any deployment.
7. This MOU is written exclusively for the purpose of outlining the agreement between the parties for deployment of personnel responding to Federal, State, or DNR Mobilizations. It does not set any precedent nor establish "past practice" with regards to any collective bargaining laws or other non-wildland statewide mobilizations.
8. Unless otherwise agreed, this agreement will expire on December 31, 2025, or when a successor agreement has been reached, whichever is first.
9. This MOU may be executed in counterparts, and, when signed by all parties, shall be binding upon the parties. Transmission of the 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 party.
10. 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:

FOR THE CITY:

Kurt Triplett 9/18/24  
Kurt Triplett, City Manager Date  
City of Kirkland

FOR THE UNION:

Evan Hurley Sep 5, 2024  
Evan Hurley (Sep 5, 2024 13:17 PDT) Date  
Evan Hurley, President  
IAFF Local #2545

Approved as Negotiated:

Julie Underwood Sep 5, 2024  
Julie Underwood (Sep 5, 2024 11:08 PDT) Date  
Julie Underwood  
Interim Human Resources Director

Approved as to Form:

Darcey Eilers Sep 5, 2024  
Darcey Eilers (Sep 5, 2024 10:32 PDT) Date  
Darcey Eilers  
City Attorney