

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

**Mobile Integrated Health Program**

**January 1, 2024 through December 31, 2025**

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This Memorandum of Understanding (“MOU”) is entered into to document the mutual agreement between the City of Kirkland, Washington (“Employer” or “City”) and the IAFF Local 2545 (“Union”) regarding the Employer’s Mobile Integrated Health Program.


1. Both the Employer and Union agree to cooperate in the operation of Mobile Integrated Health Services. The goal of the Kirkland Mobile Integrated Health (“MIH”) Program is to support overall community health.
2. Provided there is no change in the Medic One/EMS levy currently funding the MIH program, the Employer will maintain the MIH program through the duration of this MOU. The MIH program will have an MIH team staffed by a minimum of one firefighter position represented by the Union, along with one MIH case worker represented by AFSCME.
3. The Union and the City have established this MOU to establish the parameters for assignment to this position and applicable wages and hours.
4. It is the intent that appointments to the MIH Unit will come first from those who volunteer for the position. After the completion of a 12-month assignment, the incumbent has the option of volunteering for an extension of an additional 12 to 24 months with the approval of the Fire Chief. After the incumbent’s rotation the rotation will be filled by eligible personnel in the following manner. This process will also be used should additional full time EMT staffing be added to the MIH team during the term of this agreement.
  - a. The opening will first be advertised to personnel at Firefighter 5. In the event no Firefighter 5 volunteers for the MIH position, the opening will be advertised to personnel at Firefighter 4. In the event no Firefighter 4 volunteers, the opening will be advertised to Lt. B personnel. Captains and Battalion Chiefs will not be considered eligible to volunteer for the MIH position.
  - b. The three most senior candidates who apply for the position will be interviewed by the Fire Administration, and one of them will be selected for appointment to the MIH position.
  - c. In the event there are no volunteers for the position, the Fire Chief will appoint a Firefighter 4 with the least time in grade who has not previously been assigned. If all eligible personnel have fulfilled a previous assignment, the Fire Chief will appoint the individual who has had the most time since completion of the previous assignment at their current rank.
5. Firefighters appointed to the MIH position will be compensated per the Collective Bargaining Agreement (CBA) for a day shift assignment at a Lt. A with the day shift premium. All benefits, seniority, and time-in-grade considerations will still apply for personnel appointed to the MIH position.

6. Personnel appointed to MIH position(s) will be assigned to a 4/10-day shift assignment in coordination with the MIH case worker. The workweek for the position will either be Monday through Thursday or Tuesday through Friday, in coordination with the MIH case worker assigned to the program. Alternative schedules not exceeding forty hours per week will be allowed with the mutual agreement of the Employer, the affected Employee, and the Union.
  - a. Personnel appointed to the MIH position are eligible for operational overtime causing the MIH unit to be placed out of service during normal operating times (0700-1700) as long as the employee can flex their hours, with supervisor approval, in a manner that allows the MIH unit to be placed in service on an alternate date in the same week, in coordination with the MIH case worker.
7. This MOU is written exclusively to outline the agreement between the parties for the staffing of the MIH Unit. The parties agree that making this agreement does not create any agreed or past practice. This MOU is not precedent setting in any way and cannot be introduced in any subsequent proceeding for any purpose.
8. This MOU may be executed in counterparts, and, when signed by all parties, shall be binding upon the parties. The parties acknowledge and agree to the terms and conditions outlined in this MOU as evidenced by the signatures of the applicable parties below. Transmission of the MOU by email showing the original signature of a party shall be considered an original signature and shall be binding upon the party.
9. This MOU is effective immediately upon signature by all representatives and will expire on December 31, 2025, or when a successor agreement has been reached, whichever occurs first.

CITY OF KIRKLAND

IAFF LOCAL #2545


By:  Jan 19, 2024  
 Kurt Triplett, City Manager Date

By:  Dec 15, 2023  
 Justin Becker, President Date

APPROVED AS NEGOTIATED

  
 Truc Dever (Dec 15, 2023 13:37 PST)  
 Truc Dever, Human Resources Director

APPROVED AS TO FORM

  
 Darcey Eilers (Dec 15, 2023 11:10 PST)  
 Darcey Eilers, Sr. Assistant City Attorney












# MIH IAFF MOU

Final Audit Report

2024-01-31

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By:	Anna Grimes (AGrimes@kirklandwa.gov)
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-  Document created by Anna Grimes (AGrimes@kirklandwa.gov)  
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-  Signer jbecker@kirklandwa.gov entered name at signing as Justin Becker  
2023-12-15 - 10:13:34 PM GMT- IP address: 98.97.113.134
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 Signer [ktriplett@kirklandwa.gov](mailto:ktriplett@kirklandwa.gov) entered name at signing as Kurt Triplett

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 Document e-signed by Kurt Triplett ([ktriplett@kirklandwa.gov](mailto:ktriplett@kirklandwa.gov))


Signature Date: 2024-01-19 - 8:14:47 PM GMT - Time Source: server- IP address: 76.191.73.2

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✔ Agreement completed.

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