

MEMORANDUM OF UNDERSTANDING
by and between
CITY OF BELLEVUE, WASHINGTON
And
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1604
Representing Firefighters

Probationary Period for New Firefighters

This Memorandum of Understanding (Agreement) is entered into by and between the City of Bellevue (City) and the International Association of Fire Fighters Local #1604 (Union), representing all employees employed in the Bellevue Fire Department in the position of Firefighters (collectively, the City and the Union are referred to as the “Parties”).

Background:

1. The Parties have agreed to the terms and conditions of a Collective Bargaining Agreement (CBA) that expires on December 31, 2026.
2. Article 24, Section 2.1 of the CBA (New Employees) provides in part: “Employees hired from a new hire civil service list will be subject to a one (1) year probationary period, beginning upon their hire date with the Fire Department. During the probationary period, the employee’s employment may be terminated without the right of appeal to the grievance procedure.”
3. During the one (1) year probationary period, new employees attend a one-week long City orientation training, a five-week long Emergency Medical Technician (EMT) training, thirteen weeks of training in the Fire Academy, and approximately eight months of practical training in the field.
4. The Parties have met and discussed the benefits of new employees spending more time training in the field after the completion of and the graduation from the Fire Academy.

Agreement:

1. The Parties agree to amend the first paragraph of Section 2.1 in Article 24 of their CBA to read as follows:

24.2.1. New Employees

Employees hired from a new hire civil service list will be subject to a one (1) year **and two (2) months** probationary period, beginning upon their hire date with the Fire Department. During the probationary period, the employee’s

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employment may be terminated without the right of appeal to the grievance procedure.

2. The City agrees to not add any additional workload to the one that is typically assigned to new hires during their probationary period.
3. This Agreement shall be effective and binding from the date of its full execution.
4. The Parties agree that this modification is temporary and that it will expire at the time of the CBA's expiration date of December 31, 2026 unless otherwise mutually agreed by the Parties.

Signed by:

Joe Todd

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Joe Todd, Deputy City Manager
(On behalf of the City of Bellevue)

9/24/2024

Date: _____

DocuSigned by:

Josh McCoy

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Josh McCoy, President
(On behalf of IAFF Local No. 1604)

9/17/2024

Date: _____

Approved as to Form:

Signed by:

Kathleen Kline

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Kathleen Kline, Assistant City Attorney