

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

Surface Water Rescue and Wildland Firefighter Leads

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. Appendix A, Sections 5.9 and 5.9.1 of the CBA (Monthly Salaries) state the following:

A.5.9 Specialty Lead Pay: Nine (9) Technical Rescue Lead specialties have been established as listed below. Each lead will receive an additional 2% of their base wage, effective upon assignment. No more than one (1) lead will be assigned to each specialty. The Technical Rescue Specialty Lead pay may be in addition to Truck Pay.

A.5.9.1 The following are recognized as the specialties for Lead Pay:

1. Structural Collapse
 2. Auto Extrication
 3. Rope Rescue
 4. Confined Space Rescue
 5. Trench Rescue
 6. Surface Water Rescue
 7. High Threat Response
 8. Wildland Coordinator
 9. Heavy Machinery Rescue
3. The Parties have met and discussed the benefits of adding a second lead for the specialties of Surface Water Rescue and Wildland Coordinator, in the context of the

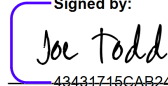
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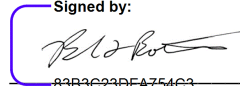
standing up of a new surface water rescue with the grant-funded purchase of new jet skis and other equipment (the “jet ski program”).

Agreement:

1. The Parties agree, despite the limitations in Appendix A.5.9 regarding the number of leads and the number of person assigned in the CBA, that, effective June 1, 2025, there will be an additional lead assigned to the Surface Water Rescue specialty and an additional lead assigned to the Wildland Coordinator specialty and, consistent with A.5.9, the additional leads will receive 2% of their base wage effective upon assignment.
2. The Parties agree, however, that this is temporary solution to better understand the impacts of the “jet ski” program on the bargaining unit and that it will be on a trial basis After the trial, the parties agree to resume negotiations over the effects of the program.
3. The Parties agree that this Agreement is temporary and that it will expire at the time the CBA expires on December 31, 2026, unless otherwise mutually agreed by the Parties.

Signed by:

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

6/30/2025
Date: _____

Signed by:

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Brandon Bothwell, President
(On behalf of IAFF Local No. 1604)

7/1/2025
Date: _____

Approved as to Form:

Signed by:

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Kathleen Kline, Assistant City Attorney