

MEMORANDUM OF UNDERSTANDING

Implementation of Fire Engineer Position – Eligibility List

This Memorandum of Understanding ("MOU") is made between the City of Vancouver ("City") and IAFF Local 452, Suppression Personnel ("Union") (hereinafter the "Parties") as of the date signed below.

Background:

In the Parties' 2023-2025 CBA, Section 12.3A established the new rank of "Engineer":

Engineers. Effective January 1, 2024, the Department will establish the new rank of Engineer and staff that rank with fifty-six (56) engineers. Promotions will follow a qualifying testing/promotional process designed with input from the Local and completed during 2023 prior to Annual work day Selection & Assignments (Policy 500.20). Those promoted to Engineer will receive an additional five percent (5%) of top-step firefighter (without competency).

During contract negotiations the Parties determined that, based on VFD's work needs and the fact that it has to utilize several apparatus and personnel for the number of candidates to qualify by the January 2024 CBA promotional date, VFD would develop, implement, and utilize its own qualification process and subsequent list ("VFD List") for the new rank of Engineer. The Parties agreed that the goal would be to have a certified Civil Service list on or before January 1, 2025.

In the interest of working collaboratively, the parties agreed to enter into an MOU outlining the parameters of the Contract as it affects union members.

WHEREBY the parties agree as follows:

Agreement:

1. This agreement is non-precedent setting and evidence of this agreement cannot be used in any current or future disputes between the parties, including, but not limited to, contract negotiations.
2. The first 56 Engineers and subsequent list will be selected through VFD's criteria, pass/fail qualifying examination, and the Parties' current seniority list/bid.
3. Currently VFD List qualifications for Engineer are: 3 years with VFD or, if a lateral hire who meets the agreed upon 2:1 ratio of total fire experience and has passed probation as of September 4, 2023, and the successful passing of the Engineer qualifying test.
4. For the purposes of the VFD List, the qualifying test will only establish the eligibility of the takers through a pass/fail grading, not a numerical ranking based on the test score. Ranking will be based on seniority for those that pass the test. Applicants have three (3) opportunities to qualify via this test to qualify under the terms of this MOU. Applicants who fail to qualify during the tenure of this MOU will not be disqualified from testing again under the future Civil Service procedure.
5. Those who qualify for the VFD List will remain qualified for acting Engineers or future promotions, until this MOU sunsets and a new eligibility list for Engineers is certified by Civil Service Commission.

6. Once this rank Engineer moves to Civil Service, the criteria and testing will change per Civil Service rules.
7. Any changes to this MOU will be mutually agreed upon.
8. In the event of any dispute regarding the interpretation and/or application of this Memorandum of Understanding, the terms of Article 27 Grievance Procedure shall apply.
9. This Memorandum of Understanding will sunset on January 1, 2025 or on the date when the Civil Service Commission certifies a list for Engineers, whichever date is earlier.

Dated this 8 day of October, 2023.

For the City:

DocuSigned by:

Brennan Blue, Fire Chief

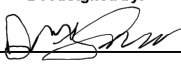
For the Union:

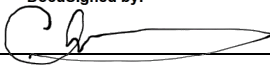
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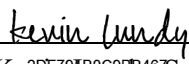
Ryan Reese, President IAFF Local 452

DocuSigned by:

Lee Lofton, Deputy HR Director

DocuSigned by:

Dave Sturbelle, Treasurer

DocuSigned by:

Chris Wanhos, Vice President

DocuSigned by:

Kevin Lundy, Secretary

DocuSigned by:

Abe Dalmus, Unit Vice President