MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF GRESHAM AND IAFF LOCAL 1062

Background: At the request of the Battalion Chiefs, the City and the IAFF agreed the Battalion Chiefs position would be brought into the Union for representation (ERB Case No. UC-005-19). Additionally, the City and the Union desire to improve the training and development of Fire & Emergency Services employees. The City has proposed recreating a Chief of Training and Safety at the rank of Battalion Chief, and to treat the specific Training and Safety duties as an Assignment, not a single one-off position. Both parties agreed to implement the position though the Labor/Management Process, and the ongoing collective bargaining would be limited to wages, hours, and other conditions of employment. Specifics of the Chief of Training & Safety and all staff assignments will be detailed in this MOU. Final language may be included in successor agreements as may be appropriate.

For the purpose of this MOU, the IAFF and the City agree to the following terms effective June 1, 2019 and revised April 13, 2020:

1. Newly promoted Battalion Chiefs will serve a 1-year probation, evaluation by the Fire Chief or designee.
2. The Chief of Training and Safety (CTS) may be issued a take home car if living within a 30-minute response time to the fire service area. They may respond as additional Chief Officer for Structure Fires, Complex Emergencies, or for simultaneous calls to include off duty hours as may be appropriate.
3. The CTS will provide supervision, direction and evaluation of the Training Staff including; Training Officer, EMS Officer and Assistant Training Officer.
4. The CTS will select a work schedule (5-8's, 4-10's of Mon-Thu or Tue-Fri) and be able to periodically change their schedule.
5. All uniformed personnel assigned to the Training Division will receive an 8% shift differential pay.
6. The CTS and Training Staff may work overtime in Operations within their respective ranks. All shift overtime pay will be calculated at the shift pay rate.
7. The CTS and Training Staff will not routinely be ordered back, except for General Recall, significant events or emergencies.
8. Battalion Chiefs promoted prior to June 1, 2019, will not be required to work a 40-hour position, but may do so with mutual consent.
9. Battalion Chiefs promoted after June 1, 2019, may be assigned to work a 40-hour position.
10. Assignments to the Training Division will be generally for two years.
11. Members currently on a specialty team when assigned to a Training Staff assignment will be allowed to keep their team pay if they participate as a responding member. Training Staff members will not be counted towards daily minimum staffing requirements.
12. The Training Officer will be a Captain level position.
13. The EMS Officer will be a Captain/Paramedic preferred position with a Lieutenant/Paramedic rank as the minimum.
14. The Assistant Training Officer will be a Lieutenant level position at a minimum.
15. In the case there are no volunteers for the assignments of Training Officer, EMS Officer or Assistant Training Officer, the City and Union agree to work collaboratively to fill positions on a case by case basis.

For the City:		For the Union:	
/s/ Mitch Snyder	4/13/2020	/s/ Kevin Larson	4/14/2020
Mitch Snyder, Fire Chief	Date	Kevin Larson, President Local 1062	Date

Approved as to Form: /s/ Sherisa Davis-Larry 7/24/2020