Letter of Agreement

Between

City Of Bellingham
and
IAFF Local 106B

Driver Pay on Shift Exchange

I. **PURPOSE:** This Letter of Agreement clarifies the intent of the parties regarding Driver Pay on shift exchange for non-regularly assigned drivers (those periodically assigned to drive).

II. **SCOPE:** This agreement covers members of Local IAFF 106B.

III. **AGREEMENT:**

WHEREAS, the parties have an interest in clarifying how driver pay for non-regularly assigned drivers (those periodically assigned to drive) on shift exchange will be handled and the CBA is silent on the matter;

NOW, THEREFORE, the parties agree to the following:

1. When working on an exchange of time, Driver Pay for non-regularly assigned drivers shall be paid to the employee who is regularly assigned to the shift (Shift Trade Off), unless that employee is not a qualified driver. In such cases, -- consistent with acting and out-of-class pay – if the employee working the shift (Shift Trade Working) is qualified and required to drive, Driver Pay shall be provided in accordance with Article 32, Section 2.

2. This practice shall be effective January 1, 2025 and any retroactive payments shall be paid in accordance with the above procedure.

DATED this _____ day of _____, 2025 for **IAFF Local 106**:

_____	_____
Scott Farrell, IAFF 106 President	Bellingham Unit E-Board Member

DATED this _____ day of _____, 2025 for the **CITY OF BELLINGHAM:**

_____	_____
Fire Chief	Human Resources