

**MEMORANDUM OF AGREEMENT
BETWEEN
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL #1257
AND
THE PORT OF SEATTLE**

Subject: Title Changes

The International Association of Firefighters, Local 1257 and the Port of Seattle agree as follows:

1. Effective August 2010, the position title for Captain shall be changed to Battalion Chief and the position title for Lieutenant shall be changed to Captain. The title of the existing Fire Prevention Lieutenant position shall be changed to Fire Marshall, and the position shall be placed at the Battalion Chief rank.
2. The positions' scope of duties shall remain unchanged. Pay rates and working conditions also shall remain unchanged.
3. In the 2008-2010 Collective Bargaining Agreement between the parties, all references to Captain shall apply to Battalion Chiefs, and all references to Lieutenant shall apply to Captains. All references to the Fire Prevention Lieutenant shall apply to the Fire Marshall.
4. In the event that either party identifies an impact of the title changes for which the Port has a bargaining obligation, upon request the parties will meet and timely negotiate the impact.
5. All other terms and conditions of the Collective Bargaining Agreement shall remain in full force and effect. Should any terms and conditions in this Memorandum of Agreement conflict with the Collective Bargaining Agreement, this Memorandum of Agreement shall control.

APPROVED this _____ day of _____, _____.

Port of Seattle

Int'l Association of Firefighters Local
1257

Tay Yoshitani
Chief Executive Officer

Thomas Sanchez
President