

MEMORANDUM OF UNDERSTANDING

**PORT OF SEATTLE
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL NO. 1257**

Subject: Lateral Hire Compensation

This Memorandum of Understanding is entered into by and between the International Association of Firefighters, Local No. 1257 and the Port of Seattle.

Background:

1. The Collective Bargaining Agreement between the parties only addresses the pay progression for an entry level firefighter. It does not state the rate and level at which lateral firefighters will be hired.
2. The Fire Department anticipates hiring lateral firefighters in 2011.

Agreement:

1. Lateral firefighters will be hired into the "Firefighter C" classification. The lateral firefighters will be eligible to progress to the "Firefighter B" and "Firefighter A" classifications in accordance with the provisions of Appendix A of the Collective Bargaining Agreement.
2. Lateral firefighters will be subject to the requirements of the Washington State Firefighters' Joint Apprenticeship Training Committee Program.
3. All other terms and conditions of the Collective Bargaining Agreement shall remain in full force and effect. Should any terms and conditions in this MOU conflict with the Collective Bargaining Agreement, this MOU shall control. This agreement shall remain in effect through December 31, 2011.

Agreed to this _____ day of _____, 2011.

FOR THE IAFF, LOCAL NO. 1257:

FOR THE PORT OF SEATTLE:

Thomas Sanchez
President

Tay Yoshitani
Chief Executive Officer