



**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 Department 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 through 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:

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 and logistics. Training staff positions include: 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. Members assigned will be off probation.
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 a responding member. Training staff members will not be counted towards daily minimum staffing requirements.
12. The Training officer will 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 the position on a case by case basis.

For the City:

/s/ Mitch Snyder

Mitch Snyder, Fire Chief

Date: 9/9/2019

For the Union:

/s/ Kevin Larson

Kevin Larson, President Local 1062

Date: 9/9/2019