

**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS**  
**LOCAL #2444**  
**AND**  
**THE CITY OF CAMAS, WASHINGTON**

The Camas-Washougal Fire Department has long participated in deployment of personnel and equipment to wildland fires around the state. Deployed personnel often include a mix of union and volunteer personnel. This agreement maintains and solidifies the level of response to State Wildland Mobilization for the Camas-Washougal Fire Department. Every effort has been taken to maintain current and historical practices regarding State Mobilization of Camas-Washougal employees, including Volunteers. The Union acknowledges that it maintains no authority to negotiate on behalf of the Volunteers and has proposed no action to infringe upon or advance their rights.

- Personnel shall only be deployed on wildland mobilizations if they elect to be deployed.
- All activated apparatus shall be staffed with a minimum of 2 qualified Union personnel, one of which shall be designated as the Engine boss.
- The Engine Boss designation will be determined by the training Captain prior to the beginning of each wildland season.
- Employees activated to respond on a wildland mobilization activated as Engine Boss or higher qualification will receive an out of class premium consistent with the current collective bargaining agreement Article 22.7.
- Employees activated to respond on a wildland mobilization will, for the duration of the mobilization, accrue wage and benefits in accordance with the current collective bargaining agreement. Employees will remain on their regularly assigned shift schedule.
- Employees activated to respond on a wildland mobilization from off-duty status shall enter on-duty status upon notification of activation by the Employer. During demobilization for return to CWFD, Employees shall remain in on-duty status for up to one hour beyond arrival for rehabilitation and operational readiness of apparatus.
- Employees returning on, or within twenty four (24) hours of, their scheduled shift shall be allowed to request up to twenty four (24) hours of the current or impending shift off. Requested time off shall be deducted from the Employees accrued leave bank of choice, including Sick Leave.
- Employees representing the Camas-Washougal Fire Department on mobilizations will be considered off-duty while not engaged in work, and will at that time be afforded unrestricted liberties. Because of the geographical dislocation consistent with mobilization, while not engaged in work, the employees will be allowed to conduct personal business utilizing the city vehicle with which they were mobilized. The employees will be expected to operate the city vehicle consistent with city policies.

Newly qualified mobilization personnel shall be supplied necessary personal protective equipment to include, but not limited to:

- 1 helmet with shroud and goggles
- 1 wildland firefighting jacket
- 2 wildland firefighting shirts
- 2 wildland firefighting pants
- 2 pair of leather gloves
- \$250 stipend for wildland firefighting boots

Personnel who have previously been supplied personal protective equipment shall follow uniform replacement standards as provided in the current collective bargaining agreement Article 14.

IN WITNESS WHEREOF, this Memorandum of Understanding is executed this \_\_\_\_\_ day  
of \_\_\_\_\_, 2015.

FOR THE CITY OF CAMAS

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Scott Higgins  
Mayor  
City of camas

FOR THE UNION

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Michael Coyle  
President  
IAFF #2444