

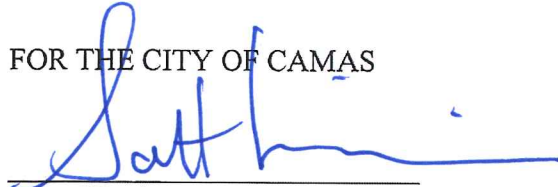
**MEMORANDUM OF UNDERSTANDING
BETWEEN
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL #2444
AND
THE CITY OF CAMAS, WASHINGTON**

Due to numerous unexpected vacancies within the department caused by long term injuries and a resignation, CWFD is facing unprecedented overtime usage that will strain the capacity of the funds budgeted for that purpose. Therefore, the City of Camas and the members of IAFF #2444 mutually agree to establish an MOU to address this issue. It is agreed by both parties that the following provisions will not establish past practice or precedence:

- Effective at the start of the June 29, 2015 FLSA period, Captain Greg Payne will be temporarily appointed to the position of Administrative Battalion Chief. At the time of his temporary appointment, Captain Payne will be unassigned from the Training Captain position.
- This assignment will end on October 11, 2015 and will not be renewed or extended without the mutual agreement of the City and union.
- As the Administrative Battalion Chief, Payne's schedule will primarily consist of six (6) 24 hour shifts per FLSA cycle, covering battalion chief Kelly days and vacation days that would otherwise generate overtime.
- If there are not at least six (6) BC overtime shifts to be covered in any one FLSA cycle, he will make up the difference in hours performing administrative work as assigned, modifying his platoon schedule as appropriate to accommodate one hundred forty-four (144) hours per FLSA period.
- During the temporary appointment as the Admin BC, Payne will be eligible for overtime at the BC level only.
- During his temporary appointment as the Admin BC, Payne will be paid BC wages at one step higher than his current wage.
- The temporary assignment may be revoked by the Fire Chief with two weeks notice if staffing conditions no longer render the assignment necessary.
- At the end of his temporary assignment, Payne will be reassigned to the Training Captain position.
- The duties of the Training Captain position will be offered to Captain Grant Brock for the duration of the temporary assignment.
- Captain Brock will only perform duties in the Training Captain position not limited by his light duty status.
- This MOU shall terminate upon the end of the assignment and return of Captain Payne to the Position of Training Captain

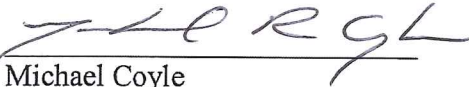
IN WITNESS WHEREOF, this Memorandum of Understanding is executed
this 15 day of July, 2015.

FOR THE CITY OF CAMAS



Scott Higgins
Mayor
City of camas

FOR THE UNION



Michael Coyle
President
IAFF #2444