

Memorandum of Understanding
City of Forest Grove and IAFF Local 1660

This Agreement is between the City of Forest Grove (Employer or "City") and the IAFF Local 1660 ("Union"). Jointly referred to hereinafter as the "Parties."

WHEREAS, the parties have reached agreement on all open articles for a successor collective bargaining agreement expiring June 30, 2027 (CBA); and

WHEREAS, the parties have agreed to add an incentive for firefighters acting in the apparatus operator position until the City is able to conduct a staffing inquiry and potentially implement changes to the department's staffing structure; and

NOW THEREFORE, the parties agree to the following:

Section 1. Apparatus Operator Premium. Firefighter assigned in writing as an apparatus operator shall receive five percent (5%) of top step firefighter base wages as a premium for all hours actually worked in the assignment, with the following stipulations:

1. Employees must be assigned as an apparatus operator for a minimum of twelve (12) hours to receive the premium.
2. Only employees in the firefighter classification are eligible for the premium.
3. The assignment must rotate through all employees in the firefighter classification.
4. The assignment only applies to operating the following apparatuses:
 - a. Type 1 Fire Engine
 - b. Ladder Truck
 - c. Type 3 Fire Engine

Section 2. This MOU is non-precedent setting.

Section 3. The MOU will sunset after the City conducts a staffing inquiry and potentially implement changes to the department's staffing structure.

Section 4. If the City does not conduct a study or implement any staffing structure changes, the apparatus operator incentive shall terminate at the end of the during the term of this CBA.

For the Union Signed by:
Lee Trotter: Lee Trotter
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Position: IAFF 1660 2nd Vice President

Date: 3/14/2025

For the City DocuSigned by:
Jesse VanderZanden: Jesse VanderZanden
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Position: City Manager

Date: 3/14/2025