



**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**PHILOMATH FIRE & RESCUE**  
**and**  
**PHILOMATH PROFESSIONAL FIREFIGHTERS**  
**IAFF LOCAL 4925**

WHEREAS, the current operating Collective Bargaining Agreement (CBA- Dated July 2018-June 2022) as well as the upcoming CBA (dated July 2022-June 2026) specifies the working schedule and conditions/benefits concomitant with that schedule of the Philomath Professional Firefighters IAFF Local 4925 (the UNION); and,

WHEREAS, Philomath Fire & Rescue (the DISTRICT) wishes to make changes to the staffing of Station 202 and enter into agreements with other agencies which may impact the schedule and condition of UNION members; and,

WHEREAS, the UNION and the DISTRICT wish to make these agreements to the current and subsequent CBAs through this Memorandum of Understanding (MOU) and not open sections of the CBA for formal bargaining,

THEREFORE, the DISTRICT and the UNION agree to the following temporary understanding:

1. No members of the UNION shall be assigned staffing of Station 202 until all facilities have completed permanent work with signed permits. This does not remove any right of bargaining when a permanent solution has been made available. At that time, any necessary bargaining would take place in the normal fashion under the CBA.
2. Anticipated agreements for mutual or automatic aid to other agencies, or any changes to existing agreements shall be considered a change in working conditions as anticipated by ORS 243.698. The parties will then follow the requirements procedures outlined by that provision to engage in interim bargaining. The DISTRICT agrees to inform the UNION of any such proposed changes for input.
3. DISTRICT has agreed that the staffing of Station 201 is priority over any staffing of other stations, and that the DISTRICT will make every effort to maintain a three (3) person response crew at Station 201, all of whom must be entry-qualified and at least one EMT. It is understood by the DISTRICT that Chief Officers may be a part of the response crew but must respond with the apparatus and crew (and not separately in their own vehicle).

IN WITNESS WHEREOF, Philomath Fire & Rescue and IAFF Local 4925 have agreed to the terms of this Memorandum of Understanding which is operational until June 2024 with a review in January 2024. At that time, the MOU will be extended another year unless both parties agree to cancel or make changes to the MOU in writing.

FOR THE UNION:



---

President, Local 4925

FOR THE DISTRICT:



---

Fire Chief