

Firefighter/Paramedic Staffing Interlocal Agreement

This agreement is entered into between NORTH KITSAP FIRE & RESCUE, hereafter referred to as "NKFR", and BAINBRIDGE ISLAND FIRE DEPARTMENT, hereafter referred to as "BIFD".

This agreement is in place to allow NKFR to provide backfill Firefighter/Paramedic coverage for BIFD as needed. NKFR Firefighter/Paramedics shall not be utilized at BIFD without first attempting to backfill with qualified BIFD employees.

The following are the requirements and conditions for the participating agencies and employees.

1. NKFR employees working backfill at BIFD shall remain employees of NKFR and shall be "on the clock," including all insurance and benefits.
2. Backfill Firefighter/Paramedics shall receive their regular overtime compensation established by the current collective bargaining agreements.
3. NKFR shall invoice BIFD the cost for the overtime hours worked. The invoice may include all salary obligations to include, but not limited to: Social Security, Labor and Industries, LEOFF Retirement, etc. The intent is to alleviate any financial burden on NKFR when providing backfill.
4. Personnel participating in the Firefighter/Paramedic backfill program may use the NFPA compliant PPE and equipment issued by NKFR. BIFD agency agrees to reimburse NKFR the cost of cleaning, repair, or replacement of such items damaged while working at BIFD.
5. When BIFD has exhausted their internal overtime callback process and this agreement is to be implemented, the on-duty Battalion Chief at NKFR will be notified of the request to provide coverage. The Battalion Chief receiving the request will follow NKFR's collective bargaining agreement, excluding the force hiring of personnel to fill the request.
6. NKFR agrees that to be qualified to work as a Firefighter/Paramedic at BIFD the employee must have graduated from the University of Washington Paramedic Training Program.
7. In the event that NKFR has a qualified Firefighter/Paramedic on duty for the date of the request and can backfill that position internally, the qualified Firefighter/Paramedic may be sent to BIFD to fulfill the staffing request. This will only be done if the qualified Firefighter/Paramedic is willing to do so and will not be forcibly assigned to work at BIFD.
8. NKFR employees are at no time to be utilized in shared-crew staffing while working at BIFD.

9. Requests for backfill will be for 24 hours or less. If needed, a request can be greater than 24 hours, but will be dependent upon NKFR's policies and collective bargaining agreement regarding maximum consecutive hours worked.

10. NKFR personnel scheduled to work at their department the day following his/her shift at BIFD shall be released no less than one hour prior to their shift start time, unless otherwise authorized by the home agency's Fire Chief or his/her designee. It is also understood that the NKFR employee may be delayed in returning due to unforeseen circumstances, such as but not limited to, completing a patient transport or being assigned to another event that ends past the shift start time.

11. All services to be rendered or performed under this agreement will be performed or rendered entirely at NKFR's own risk. NKFR expressly agrees to defend and indemnify BIFD and all of its officers, employees or agents from any and all liability, loss, or damage that they may suffer as a result of claims, demands, actions or damages which result from, or are in any way related to the services provided for under this agreement; provided, however, that nothing in this agreement shall require indemnification or payment of any judgment against individuals for intentional wrongful conduct outside the scope of employment.

The term of this agreement be effective from the last date of signature below, and shall automatically renew annually on January 1st, unless a 90 day written notice to cancel or amend the agreement is submitted by either of the participating agencies. In the event an agency fails to reimburse a participating agency, all reasonable attempts must be made to notify and attempt to collect the invoiced reimbursement request, as set forth in paragraph 3 above. In the event all reasonable attempts fail, this agreement may be cancelled with 30 days written notice.

Bainbridge Island Fire Department

North Kitsap Fire & Rescue

By: 

By: *Rick LaGrandeur*
Rick LaGrandeur (Jul 24, 2023 13:37 PDF)

DATE: Jul 14, 2023

DATE: Jul 24, 2023

NOTICES TO BE SENT TO:

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8895 Madison Ave NE
Bainbridge Island, WA 98110

26642 Miller Bay Road NE
Kingston, WA 98346