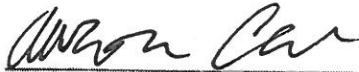


**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS  
LOCAL #2444  
AND  
EAST COUNTY FIRE & RESCUE**

As a result of the State of Washington Employment Security Department action an increase in PFML collection rates will increase from 0.92% (2025) to 1.13% (beginning 1/1/2026). The district, East County Fire & Rescue, agrees to cover this increase in collection as agreed, passing no increased cost to the employee members.

IN WITNESS WHEREOF, this Memorandum of Understanding is executed this 4 day of December, 2025.

FOR THE UNION



Aaron Cliburn, President  
East Clark Professional Firefighters  
IAFF Local #2444

FOR EAST COUNTY FIRE & RESCUE



Steve Black, Fire Chief  
East County Fire & Rescue