

Memorandum of Understanding
to the Agreement by and between
the City of Kirkland

and

Local 2545, International Association of Fire Fighters

COVID-19 Booster Incentive

March 25, 2022

This Memorandum of Understanding ("MOU") is supplemental to the Collective Bargaining Agreement ("CBA") by and between the City of Kirkland, Washington, ("Employer"), and Local 2545, International Association of Fire Fighters, ("Union").

1. With the expiration of the mask mandate, the City recognizes we are entering a period of uncertainty. The City feels that being vaccinated and receiving appropriate booster vaccinations are the best defense against potential increases in COVID-19 cases.
2. Bargaining unit members within this Local have been mandated to receive the COVID-19 vaccine absent specific parameters.
3. As a way to promote receiving the COVID-19 booster shot, the City is creating an incentive.
4. Employees who are currently vaccinated and receive their booster shot between the dates of August 1st, 2021 and March 31st, 2022 will receive an incentive payment of \$150.00 into their VEBA account. Current Day-Shift Employees will have the option to take ½ shift of Vacation in lieu of the VEBA payment. Current 24-hour Shift Employees will have the option to take five (5) hours of straight-time pay in lieu of the VEBA payment. This MOU will expire at 5:00pm on April 29th, 2022. Bargaining unit members have until this date to submit the appropriate information.
5. To receive the incentive, employees must submit appropriate proof to the Human Resources Department at HRHealth@kirklandwa.gov. Failure to provide the required proof will result in forfeiture of incentive payment.
6. The parties agree that nothing contained in the MOU creates a past practice and that this MOU is not precedent setting in any way.

7. This MOU may be executed in counterparts and when signed by all parties, shall be binding upon the parties. Transmission of this MOU by facsimile machine or email showing the original signature of a party shall be considered an original signature and shall be binding upon the signatory party.
8. This MOU is effective immediately upon signature by all representatives and the parties acknowledge and agree to the terms and conditions set forth in the MOU as evidenced by the signature of the applicable parties below.

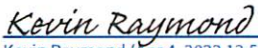

Kurt Triplett, City Manager Date
City of Kirkland


Justin Becker (Mar 25, 2022 17:57 PDT) Mar 25, 2022
Justin Becker, President Date
IAFF Local 2545

Approved as Negotiated:


Truc Dever (Mar 27, 2022 08:56 PDT)
Truc Dever, Human Resources Director

Approved as to Form:


Kevin Raymond (Apr 4, 2022 13:57 PDT)
Kevin Raymond, City Attorney