

Memorandum of Understanding
to the Agreement by and between
the City of Kirkland
and
Kirkland Police Guild
representing
COMMISSIONED STAFF

COVID Vaccine Incentive Program

June 22, 2021

This Memorandum of Understanding ("MOU") is supplemental to the Collective Bargaining Agreement ("CBA") by and between the City of Kirkland, Washington, ("Employer"), and the Kirkland Police Guild, representing COMMISSIONED STAFF, ("Union").

Recognizing that Center for Disease Control (CDC) approved vaccines are the best defense against contracting the COVID-19 virus, and that they also protect vaccinated individuals from getting severely ill if they become infected with the virus, the City is offering the following Employee Vaccination Incentive Program to members of Union to encourage employees to get vaccinated as well as to thank those who chose to take the shot(s):

1. Employees who present proof of vaccination to HR by July 15, 2021 will have the choice to receive either a \$300 contribution to their HRA VEBA, or an additional ten hours of vacation leave. The additional HRA VEBA contribution or vacation hours will be added to the second paycheck following proof of vaccination and the employee conveying their incentive selection in writing¹ to HR. Employees who have already been vaccinated, and have already provided proof of vaccination, will also receive the incentive.
2. COVID safety rules and precautions, to include but are not limited to social distancing, mask protocol and other work rules will continue to be determined by City management. Changes are announced by the City as they occur.

The parties agree that nothing contained in the MOU creates a past practice and that this MOU is not precedent setting in any way.

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.

¹ Emailing the employee's incentive selection choice to HR will suffice.

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.

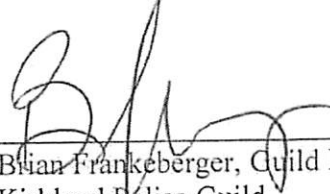
Signed this 24th day of June, 2021.

FOR THE CITY:



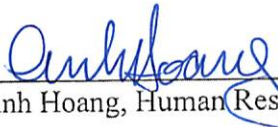
Kurt Triplett, City Manager
City of Kirkland

FOR THE UNION:



Brian Frankeberger, Guild President
Kirkland Police Guild

Approved as Negotiated:



Anh Hoang, Human Resources Director

Approved as to Form:



Kevin Raymond, City Attorney