

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

Kirkland Police Guild-Non-Commissioned

Vaccine/Booster Incentive

March 11, 2022

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-Non-Commissioned, ("Union").

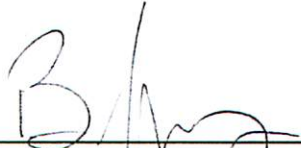
1. With the expiration of the mask mandate, the City recognizes we are entering a period of uncertainty. The City feels that being vaccinated and receiving appropriate booster vaccinations are the best defense against potential increases in COVID-19 cases.
2. As a way to promote COVID-19 vaccines and boosters, the City is creating an incentive.
3. For employees who are currently unvaccinated and begin their vaccinations by March 31st, 2022, the employee will receive an incentive payment of \$300.00 into their VEBA account or they may elect for one shift (equivalent to their regularly scheduled shift) of Paid Time Off.
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 or they may elect for one-half (1/2) shift (equivalent to their regularly scheduled shift) of Paid Time Off.
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
City of Kirkland

3/31/22
Date

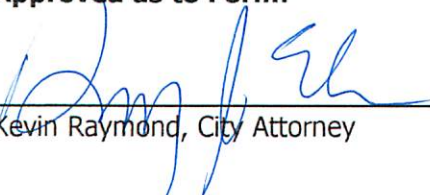

Brian Frankeberger, President
Kirkland Police Guild

3/23/2022
Date

Approved as Negotiated:


Truc Dever, Human Resources Director

Approved as to Form:


Kevin Raymond, City Attorney