

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

and

Local 519, Public Safety Employees Union

**COVID-19 Vaccination and Booster Incentive**

October 2022

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This Memorandum of Understanding ("MOU") is supplemental to the Collective Bargaining Agreement ("CBA") by and between the City of Kirkland, Washington, ("Employer"), and Local 519, Public Safety Employees Union, ("Union").

1. The City feels that receiving appropriate booster vaccinations are the best defense against potential increases in COVID-19 cases.
2. As a way to promote receiving the COVID-19 booster shot or, for currently unvaccinated employees, as a way to continue promoting COVID-19 vaccination, the City is offering an incentive.
3. The following employees are eligible to receive the incentive:
  - a. Employees who are not currently vaccinated and receive their first vaccine dose between October 1<sup>st</sup>, 2022, and October 31<sup>st</sup>, 2022;
  - b. Employees who are currently vaccinated and receive the bivalent booster dose between September 12<sup>th</sup>, 2022, and October 31<sup>st</sup>, 2022.
  - c. Employees who are currently vaccinated and receive any monovalent booster dose between October 1<sup>st</sup>, 2022, and October 31<sup>st</sup>, 2022.
4. The incentive is a payment of \$150.00 into an employee's VEBA account. As an alternative in lieu of the incentive VEBA payment, or have the option to be provided 1/2 shift of Vacation leave (4 hours if your schedule is less than 10 hours worked per day or 5 hours if your schedule is 10 or more hours per day).
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 the incentive.
6. This MOU will expire at 5:00 p.m. on November 18<sup>th</sup>, 2022. Bargaining unit members have until this date to submit the appropriate information demonstrating that they have received the applicable vaccine dose or booster.
7. The parties agree that nothing contained in the MOU creates a past practice and that this MOU is not precedent setting in any way.

8. 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.
9. 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      10/21/22  
City of Kirkland      Date

  
Dustin Frederick (Oct 14, 2022 14:46 PDT)      Oct 14, 2022  
Dustin Frederick, Business Manager      Date  
PSEU 519

**Approved as Negotiated:**

  
Truc Dever (Oct 18, 2022 10:04 PDT)  
Truc Dever, Human Resources Director

**Approved as to Form:**

  
Darcey Eilers (Oct 14, 2022 14:05 PDT)  
Darcey Eilers, Assistant City Attorney