

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

**and
Public Safety Employees Union #519
Kirkland Police Lieutenants Union**

January 1, 2017 – December 31, 2019

This Memorandum of Understanding (MOU) is entered into to document the mutual agreement between the CITY OF KIRKLAND, WASHINGTON, hereinafter referred to as the "Employer", and the PUBLIC SAFETY EMPLOYEES UNION #519, hereinafter referred to as "Union."

This MOU is supplemental to the 2017 – 2019 Collective Bargaining Agreement (CBA) and shall remain in effect for the duration of the successor 2020-2022 CBA.

The parties mutually recognize the importance of having a competitive stance in the current law enforcement labor market in order to attract lateral Police Officer applicants. Police Administration also desires to implement measures to assist in retaining current employees. The Employer recently signed an MOU with the Police – Commissioned bargaining unit to assist with these objectives.

The Employer wishes to also recognize the efforts of Police Lieutenants who expend significant time and effort in recruiting efforts for the Department.

To this end, the identical dollar amount (if any) that an eligible Police – Commissioned bargaining unit employee receives at the beginning of the year will be paid to each PSEU employee. The PSEU employee must be employed by the Kirkland Police Department as of December 31st in order to receive the retention incentive which is paid in January of each year.

This is a pilot program and the City reserves the right to discontinue/or continue the Lateral Police Officer Hiring Bonus program at the conclusion of the 2020 – 2022 CBA.


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

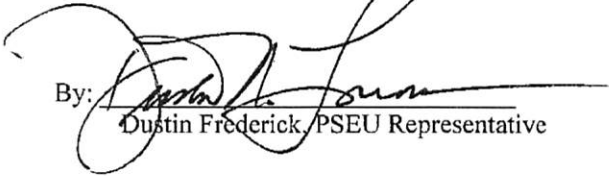
Signature in Counterpart and Facsimile Procedures: This MOU may be executed in counterparts and, when signed by all parties, shall be binding upon the parties. Transmission of this MOU by facsimile machine or email showing the original signature of a party shall be considered an original signature and shall be binding upon the signatory party.

This MOU is effective immediately upon signature by all representatives. The parties acknowledge and agree to the terms and conditions set forth in this MOU as evidenced by the signature below.

City of Kirkland


Public Safety Employees Union #519
Kirkland Police Lieutenants Union

By: 
Kurt Triplett, City Manager

By: 
Dustin Frederick, PSEU Representative

Date: 6/11/19

Date: June 6, 2019


APPROVED AS TO FORM
City Attorney


LABOR RELATIONS REVIEW
Human Resources Director