

Memorandum of Understanding
to the Agreement by and between
the City of Kirkland and
Kirkland Police Guild—Commissioned Staff

Retroactive Vacation Accrual

November 2023

This Memorandum of Understanding (“MOU”) is entered into to document the mutual agreement between the City of Kirkland (“City” or “Employer”), and the Kirkland Police Guild—Commissioned Staff (“Guild” or “Union”). This MOU is supplemental to the parties’ 2023-2025 Collective Bargaining Agreement (“CBA”).

Whereas, the Employer does not typically adjust vacation accruals retroactively in contract bargaining but in order to address mutual interests of the parties in employee retention, the parties bargained having annual vacation accrual rates established in the 2023-2025 CBA be retroactively effective on January 1, 2023; and

Whereas, the parties acknowledge that the executed CBA did not reflect this agreement on vacation accruals, partially as a result of changes in the bargaining team near the end of negotiations, and the parties now desire to resolve a dispute on the subject matter.


Now, therefore, the parties agree to the following:

- (1) The Employer agrees to credit an additional 3.75 hours of vacation to eligible Guild members who have completed two or more years of employment with the City of Kirkland as a member of the Guild. These vacation hours will be credited no later than the next pay period following sixty (60) days of the effective date of this MOU.
- (2) Those employees who received the one-time lateral credit stated in CBA Section 12.1 are not eligible to receive the additional vacation credit provided by this MOU.
- (3) The parties agree that nothing contained in this MOU creates a past practice and that the MOU is not precedent setting in any way.
- (4) This MOU, when signed by all representative parties, shall be binding upon the parties. The parties acknowledge and agree to the terms and conditions set forth in this MOU as evidenced by the signature(s) of the applicable parties below.
- (5) This MOU is effective immediately upon signature by all representatives. Transmission of this MOU by email, showing the original signature of a party, shall be considered an original signature and shall be binding upon the signatory party.


FOR THE CITY:


Kurt Triplett, City Manager Date 11/8/23
City of Kirkland

FOR THE GUILD:

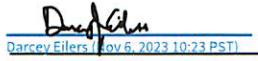

Brian Frankeberger, President Date 11/07/2023
Kirkland Police Guild

Approved as Negotiated:


Truc Dever (Nov 6, 2023 10:19 PST)

Truc Dever, Human Resources Director

Approved as to Form:


Darcey Eilers (Nov 6, 2023 10:23 PST)

Darcey Eilers, Sr. Assistant City Attorney