

**Memorandum of Understanding**  
between the City of Kirkland and  
the Kirkland Police Guild—Support Staff  
**Dispute Resolution over Court Security Premium Pay**

January 2024

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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—Support Staff (“Guild” or “Union”).

Whereas, partially as a result of changes in the bargaining team during negotiations, the parties had different expectations regarding whether corrections officers appointed by shift bid to court security would receive increased premium pay under the parties’ 2023-2025 Collective Bargaining Agreement, 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 provide a \$400 incentive payment to each of the six (6) corrections officers who are assigned by shift bid to the court security position between January 1, 2023, and December 31, 2025. This incentive payment will be made to each eligible employee on the next pay period following completion of that employee’s primary six-month rotation in the court security position.
- (2) The parties agree that the purpose of this MOU is to resolve a dispute arising during contract bargaining, nothing contained in this MOU creates a past practice, and this MOU is not precedent setting in any way.
- (3) 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. 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.
- (4) Any dispute and/or conflict as to the meaning, application, and/or interpretation of any portion of this MOU shall be resolved through the grievance – arbitration provisions of the CBA.
- (5) This MOU is effective immediately upon either signature by all representatives or full execution of the parties’ 2023-2025 Collective Bargaining Agreement, whichever is later. This MOU terminates either December 31, 2025, or upon the Employer making the final payment obligation required by this MOU, whichever is later.

**FOR THE CITY:**

  
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Kurt Triplett, City Manager      Date  
City of Kirkland                      1/4/24

**FOR THE GUILD:**

  
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Brian Frankeberger (Jan 3, 2024 14:06 PST)      Jan 3, 2024  
Brian Frankeberger, President      Date  
Kirkland Police Guild