

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

Physical Fitness Test For Newly Eligible Employees

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

The parties’ CBA, Appendix B, addresses “Physical Fitness Test” and includes language on testing and the timing of the incentive pay. Appendix B contemplates that the Employer will offer the fitness test only twice per year, conducted during specific in-service training, and that no individual tests will be arranged.

Parking enforcement, animal control, and quartermaster were added to the list of employees eligible for the physical fitness incentive in the 2023-2025 CBA. As a result of the timing of the CBA’s ratification, individuals in those newly added positions did not have the opportunity to participate in a previously scheduled physical fitness test that would have provided them the opportunity to receive fitness incentive pay in 2024. The parties desire to provide those newly added positions an opportunity to participate in testing prior to the next scheduled test in the spring and to receive incentive pay in 2024 if they successfully pass testing.

Therefore, the parties agree to the following temporary modification to the limitations in Appendix B as part of this MOU:

1. Employees serving in one of the following positions are eligible to take an early physical fitness test in 2024: Parking enforcement, animal control, and quartermaster.
2. Affected employees who wish to participate must contact the Training Unit to schedule their individual physical fitness test, which must be scheduled prior to April 1. The test must be scheduled for a time when the employee is on-duty.
3. Successfully passing this early test will ensure the employee the 1% fitness incentive pay for the remainder of 2024 and for the following cycle year (2025).
4. Affected employees who successfully pass the test in 2024 will begin receiving their physical fitness incentive pay is effective on the next pay period and will be implemented within the next 2 pay periods, retroactive to the effective date of the employee passing their test.
5. All other provisions of Appendix B remain in effect and applicable to the physical fitness test and incentive pay.
6. This MOU may be executed in counterparts and, when signed by all parties, shall be binding upon the parties. Transmission of this MOU by email showing a parties’ original signature shall be considered an original signature and shall be binding upon the signatory.
7. The parties acknowledge and agree to the terms and conditions set forth in this MOU as evidenced by the signatures of the applicable parties below.
8. This MOU is effective immediately upon signature by all representatives, and it will expire

on December 31, 2025.

CITY OF KIRKLAND


Kurt Triplett
City Manager

2/21/24
Date

**KIRKLAND POLICE GUILD
COMMISSIONED STAFF**


Brian Frankeberger (Feb 20, 2024 13:59 PST)
Feb 20, 2024

Brian Frankeberger
Guild President

Date

APPROVED AS NEGOTIATED


Julie Underwood (Feb 20, 2024 17:58 PST)
Human Resources Director

APPROVED AS TO FORM


Darcey Eilers (Feb 14, 2024 13:42 PST)
Sr. Assistant City Attorney