MEMORANDUM OF AGREEMENT
By And Between The
CITY OF KENT
and
KENT POLICE OFFICERS ASSOCIATION
Representing the
POLICE SERGEANTS AND OFFICERS
Regarding
Section 17.3 Premium Pay

This Memorandum of Agreement ("MOA") is entered into by and between the City of Kent ("the City") and the Kent Police Officers Association, representing the Police Sergeants and Officers' bargaining unit (referred to herein as "KPOA"), to amend Section 17.3.A of the collective bargaining agreement ("CBA").

Background
The City and the Union are parties to a collective bargaining agreement ("CBA") effective January 1, 2019, through December 31, 2021.

Section 17.3.A of the parties’ CBA identifies those assignments within the Kent Police Department whose officers will receive additional premium pay each month in recognition of the specialized training and skills required for those officers to perform their job duties.

The parties have negotiated the addition of an assignment, Video Technician, to the current list, and this MOA formally amends Section 17.3.A of the CBA.

Agreement
Section 17.3.A of the CBA is amended as follows:

Section 17.3 Premium Pay

A. Premium pay of four percent (4%) of base pay per month in addition to regular pay shall be granted to officers who are assigned to the following units and/or assignments:

1. Detective;
2. Special Investigations Unit-SIU (formally Pro-Act; NARC)
3. Special Operations Unit- SOU;
4. Traffic;
5. Canine;
6. Valley SWAT;
7. Hostage Negotiator;
8. Neighborhood Response Team (NRT)
9. Recruitment Officer; and
10. Administrative Sergeant.
11. School Resource Officers
12. Civil Disturbance Unit Team Members
13. Training Unit Staff
14. Video Technician

The base hourly pay the employee receives as a result of working out of classification in accordance with Section 17.4 will be included in the calculation of premium pay.

2. All other language of the CBA shall remain in full force and effect and shall not be altered by this MOA.

3. This MOA was prepared and/or reviewed by both parties. In the event of ambiguity in any term of this MOA, it shall be interpreted evenly, and not against the drafter of the MOA. The principle of contra proferentem shall not apply.

By signing below, the parties agree that the above represents the parties' full and entire agreement with respect to the subject matter of this MOA, and this MOA shall be deemed executed and effective as of this 1st day of July 2019.

FOR THE CITY:

Dana Ralph
Mayor

Natalie Winecka
Interim Human Resources Director

Brent Ashbaugh
Labor Relations Manager

FOR KPOA:

Matt Stansfield
KPOA President

Wayne Graff
KPOA Vice President

APPROVED AS TO FORM

Tammy White
Deputy City Attorney

Kim Komoto
City Clerk

8/12/19
Date

8/5/19
Date

7/18/19
Date

8/18/19
Date