

**Memorandum of Understanding
to the Agreement by and between the
City of Kirkland
and
Public Safety Employees Union #519
Kirkland Police Lieutenants Union**

January 1, 2014 – December 31, 2016

This Memorandum of Understanding is supplemental to the Agreement between the CITY OF KIRKLAND, WASHINGTON, hereinafter referred to as the "Employer", and the PUBLIC SAFETY EMPLOYEES UNION #519, KIRKLAND POLICE LIEUTENANTS UNION, hereinafter referred to as "Union."

This MOU is specifically related to Article 9, Wages.

Each member of the Union shall receive from the Employer a one-time transition payment of \$1,200, payable within 30 days of the signing of the collective bargaining agreement.


The parties in reaching this agreement have agreed that should the Kirkland Police Guild - Commissioned Police achieve an economic gain in the following element which exceeds the wage adjustment negotiated with the Union for calendar year 2014, 2015, and 2016, the Employer agrees to a re-opener of the collective bargaining agreement, limited specifically to Article 9, Wages.

- A negotiated wage adjustment greater than 1.2% for the period January 1, 2014 through December 31, 2014
- A negotiated wage adjustment greater than 2.2% for the period January 1, 2015 through December 31, 2015
- A negotiated wage adjustment greater than 2.2% for the period January 1, 2016 through December 31, 2016

City of Kirkland

Public Safety Employees Union #519
Kirkland Police Lieutenants Union

By: _____


Kurt Triplett, City Manager

By: _____


Dustin Frederick, PSEU Representative

Date: _____


4/14/15

APPROVED AS TO FORM
City Attorney

Date: _____


4/10/15

LABOR RELATIONS REVIEW
Director of Human Resources and
Performance Management