

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is entered into by and between the City of Poulsbo ("City") and the Poulsbo Police Officers Association ("Union").

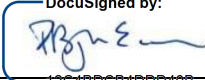
WHEREAS, the City is offering a hiring bonus to support law enforcement officer recruitment; and

WHEREAS, the City desires to reward current law enforcement officers for remaining employed with the City and who are ineligible for the hiring bonus;

NOW, THEREFORE, in consideration of the mutual covenants, promises and conditions set forth herein, it is voluntarily agreed by and between the City and the Union as follows:

1. The City will make a lump sum payment of \$1500.00 per calendar year to each Union member who remains continuously employed as a law enforcement officer with the City during 2022, 2023, and 2024. For example, an employee continuously employed from January 1, 2022 through December 31, 2022 will receive a \$1500.00 lump sum payment. If the same employee remains continuously employed through December 31, 2024, they will receive two additional payments of \$1500.00, one for 2023 and one for 2024. Payments will be made in eligible employees' January paychecks and are subject to payroll withholdings.
2. Current and future employees who have received or will receive a hiring bonus from the City are not eligible for any payments under this MOU, regardless of their length of continuous service.
3. Payments made under this MOU are on a non-precedent setting basis and do not establish a past practice. This MOU shall not be used or cited by the City or the Union as precedent in any future dispute or grievance.
4. The venue for any action to enforce or interpret this MOU shall be through the grievance process provided in the applicable CBA between the City and the Union.
5. This MOU is effective when signed by both parties.

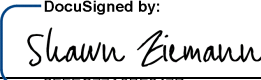
CITY OF POULSBO

DocuSigned by:


 Mayor Rebecca Erickson

Date: 3/17/2022

POULSBO POLICE OFFICERS ASSOCIATION

DocuSigned by:


 President Shawn Ziemann

Date: 3/17/2022