

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING ("MOU") is made and entered into by and between the City of Sedro-Woolley (hereinafter "City") and the Sedro-Woolley Police Guild (hereinafter "Guild").

WHEREAS, the City is in the process of making organizational changes in the Police Department including hiring new police officers; and

WHEREAS, the City and the Guild have discussed the City's changes and desire to enter into this MOU to agree on impacts of the changes;

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 Guild as follows:

1. The City may assign retired commissioned Sedro-Woolley law enforcement officers to perform Guild work as temporary provisional appointments.
2. Temporary provisional appointments will not be used to avoid hiring permanent employees.
3. The parties agree to modify the Appendix of their collective bargaining agreement, section A.7, to read:

Lateral Entry. Lateral Police Officers shall be hired in at Step B or higher of the wage scale, at the City's discretion. The City has also discretion to offer accelerated vacation accrual to a lateral hire.


4. This MOU is effective when signed by both parties and shall expire on December 31, 2016.

CITY OF SEDRO-WOOLLEY



Date: 4-7-2014

SEDRO-WOOLLEY POLICE GUILD



President

Date: 04/07/14