

**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

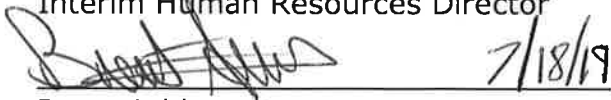
- 2. All other language of the CBA shall remain in full force and effect and shall not be altered by this MOA.
- 3. This MOA was prepared and/or reviewed by both parties. In the event of an ambiguity in any term of this MOA, it shall be interpreted evenly, and not against the drafter of the MOA. The 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 1<sup>st</sup> day of July 2019.


**FOR THE CITY:**

  
 Dana Ralph  
 Mayor

  
 Natalie Winecka  
 Interim Human Resources Director

  
 Brent Ashbaugh  
 Labor Relations Manager

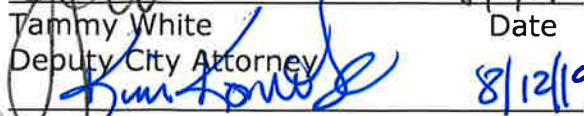
**FOR KPOA:**

  
 Matt Stansfield  
 KPOA President

  
 Wayne Graff  
 KPOA Vice President

**APPROVED AS TO FORM**

  
 Tammy White  
 Deputy City Attorney

  
 Kim Komoto  
 City Clerk