

FEB 27 2019

Human Resources  
City of Kent

MEMORANDUM OF UNDERSTANDING  
By and Between The  
CITY OF KENT  
and  
KENT POLICE OFFICERS ASSOCIATION  
Representing the  
POLICE SERGEANTS AND OFFICERS

This Memorandum of Understanding ("MOU") is entered by and between the City of Kent ("City") and the Kent Police Officers Association representing the Police Sergeants and Officers bargaining unit and the Police Assistant Chiefs and Commanders bargaining unit (also collectively referred to herein as "KPOA") to memorialize an agreement reached between the City and the KPOA regarding **Leave Approval and Usage** during the 2019 National Police Week, scheduled for May 12 - 18, 2019.

On July 22, 2018, Kent Police Officer Diego Moreno died in the line of duty. Officer Moreno will be honored and recognized, along with other officers who have lost their lives in the line of duty, both during National Police Week in Washington D.C., and during Washington State's Law Enforcement Medal of Honor ceremony in Olympia, Washington. Appropriately, many KPOA members would like to attend these memorial events. To allow KPOA member attendance at National Police Week while still ensuring adequate staffing exists to protect and serve Kent, the City and KPOA have agreed as follows:

1. The City will "black out" the week of May 12 - May 18, 2019 in JDE for all leave requests entered after November 30, 2018.
2. The Assistant Chief of Patrol and a KPOA Executive Board member will review all leave requests after November 30, 2018 and only approve those requests if they determine minimum staffing requirements have been met. It is the City's goal to allow for as many employees as possible to be away from the Department during this week to attend National Police Week, but minimum staffing requirements must first be met and maintained.
3. This leave "black out" is only in effect for the days of Sunday, May 12 - Saturday, May 18, 2019 and is not precedent setting.
4. In approving KPOA members to attend the memorial functions in Olympia, Washington for the 2019 Law Enforcement Medal of Honor ceremony, the City agrees to give priority to those KPOA members who are not scheduled to attend National Police Week in Washington D.C.

By signature below, the parties agree that the above represents the parties' full and entire agreement with regard to these matters.

This MOU shall be deemed executed and effective as of this 19<sup>th</sup> day of December, 2018.

FOR THE CITY:

FOR KPOA:

Rafael Padilla 12/19/18  
Rafael Padilla Date  
Police Chief

Ken Clay 12/19/18  
Ken Clay Date  
KPOA President

Brent Ashbaugh 12/19/18  
Brent Ashbaugh Date  
Labor Relations Manager

Matt Stansfield 12/19/18  
Matt Stansfield Date  
KPOA Vice President

Mani Sh 12/19/18  
Mani Sh Date  
Human Resources Director

APPROVED AS TO FORM

Tammy White 2/26/19  
Tammy White Date  
Deputy City Attorney

Kim Komoto 3/6/19  
Kim Komoto Date  
City Clerk