

Memorandum of Understanding (MOU)
by and between
The City of Bonney Lake (City)
and the
Bonney Lake Police Guild
Representing the Law Enforcement (Support)

This Memorandum of Understanding (MOU) memorializes the agreement reached between the City of Bonney Lake ("City") Washington and the Bonney Lake Police Guild representing the Law Enforcement (Support) regarding the City of Bonney Lake recognizing Juneteenth as a holiday.

Recognition of "Juneteenth" has become a central topic of discussion at the national, state, and local levels as many communities have begun to recognize the significance of this historical event within the greater context of American history. President Abraham Lincoln signed the Emancipation Proclamation in 1863, which was designed to liberate more than three million enslaved African people in the Confederate states. It was not, however, until northern soldiers arrived in Galveston, Texas, on June 19, 1865, more than two years after the proclamation, that the state's residents finally learned that slavery had been abolished. That day has been celebrated to commemorate the abolishment of slavery and the contributions of African Americans to society and is now known as "Juneteenth" and celebrated across the nation.

In April of 2021, the Washington State legislature passed legislation marking Juneteenth as a paid legal holiday for State employees. On May 13, 2021, Governor Inslee signed House Bill 1016 into law with the first state holiday to be observed in June of 2022. The Federal Government acted a month later passing a bill in both houses to designate Juneteenth as a national holiday for federal employees. On February 14, the Bonney Lake City Council approved an ordinance recognizing Juneteenth as a city holiday.

The Parties have reached agreement to include the addition of June 19th "Juneteenth" as a paid holiday for Guild employees beginning in calendar year 2023.

Now, therefore, the City and Guild agree to the following:

June 19th "Juneteenth" as a paid holiday for Guild employees beginning in calendar year 2023. The following relevant section of the 2019-2023 collective bargaining agreement between the Parties, in Article 14, Section 1, Holidays will therefore be amended as follows:

Article 14, Section 1. Holidays

For 2023, the following language will apply:

All employees employed with the City on January 1st shall receive a bank of six (6) shifts of in-lieu-of holiday time on the pay check posting January 22nd and another bank of ~~six~~ seven (7) shifts of in-lieu-of holiday time on the pay check posting July 22nd; provided, however, that Records Clerks shall observe holidays in accordance with the holiday schedule for City Hall employees and shall therefore be paid straight time for hours worked on days that are not observed holidays for City Hall employees. An employee hired after January 1st shall accrue in-lieu-of holiday time on a monthly pro rata basis until July 22nd at which time they will receive a bank of ~~six~~ seven (7) shifts of in lieu-of holiday time. Any employee hired after the paycheck posting July 22nd shall accrue in-lieu-of holiday time on a monthly pro-rata basis until January 22nd at which they time will receive a bank of six (6) shifts of in-lieu-of holiday time.

For 2024, the following language will apply:

All employees employed with the City on January 1st shall receive a bank of ~~six-seven~~ (7) shifts of in-lieu-of holiday time on the pay check posting January 22nd and another bank of six (6) shifts of in-lieu-of holiday time on the pay check posting July 22nd; provided, however, that Records Clerks shall observe holidays in accordance with the holiday schedule for City Hall employees and shall therefore be paid straight time for hours worked on days that are not observed holidays for City Hall employees. An employee hired after January 1st shall accrue in-lieu-of holiday time on a monthly pro rata basis until July 22nd at which time they will receive a bank of six (6) shifts of in lieu-of holiday time. Any employee hired after the paycheck posting July 22nd shall accrue in-lieu-of holiday time on a monthly pro-rata basis until January 22nd at which they time will receive a bank of six (6) shifts of in-lieu-of holiday time.

CITY OF BONNEY LAKE

DocuSigned by:

6/13/2023 | 5:42

Michael McCullough, Mayor

Police Guild Staff Representatives

DocuSigned by:

6/5/2023 | 5:13 AM PDT

Brian VanSickle, President

DocuSigned by:

6/13/2023 | 7:46

Bryan Jeter, Chief of Police

DocuSigned by:

6/6/2023 | 9:51 AM PDT

Todd Green, Vice President

DocuSigned by:

6/13/2023 | 6:34 AM PDT

Kristine Yanez, Vice President of Support

Memorandum of Understanding (MOU)
by and between
The City of Bonney Lake (City)
and the
Bonney Lake Police Guild

This Memorandum of Understanding (MOU) memorializes the agreement reached between the City of Bonney Lake ("City") Washington and the Bonney Lake Police Guild representing Commissioned Employees ("Guild") regarding the City of Bonney Lake recognizing Juneteenth as a holiday.

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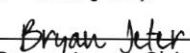
CITY OF BONNEY LAKE

DocuSigned by:

5/30/2023 | 8:11 AM PDT
Michael McCullough, Mayor

Police Guild Staff Representatives

DocuSigned by:

5/19/2023 | 11:38 AM PDT
Brian VanSickle, President

DocuSigned by:

5/30/2023 | 7:43 AM PDT
Bryan Jeter, Chief of Police

DocuSigned by:

5/29/2023 | 6:07 AM PDT
Todd Green, Vice President