

Memorandum of Understanding between the
City of Fife and the Fife Police Guild-Commissioned regarding
Uniform Allowance

1. Date and Parties

This Memorandum of Understanding (MOU) is set to become effective at time of both parties signing and is entered into between the City of Fife ("City") and the commissioned bargaining unit of the Fife Police Guild ("Guild").

2. General Recitals and MOU Purpose

2.1 The parties have entered into a collective bargaining agreement (CBA) effective 2018-2023. The MOU will become effective immediately at the time of signing by both parties and become a permanent portion of the CBA.

2.2 The sole purpose of this MOU is to modify Article 23.1 of the CBA in reference to uniform allowance.

3. Uniform Allowance


3.1 The City agrees to pay each full time commissioned officer \$1500.00 each year for uniform allowance. This amount will be added to the regular pay check on the first pay period of each year. This amount is subject to all normal payroll deductions.

3.2 This will become retroactively effective for the year 2020. The City and the Guild agree to stop the current use of the P-Card's for uniform purchases immediately when this MOU takes effect. Once all existing P-Card charges have been reconciled, the City and Guild will consolidate all charges each officer made individually from their uniform allowance. Each officer will then have that amount deducted from the \$1500.00. Once those numbers are finalized the City will add the remaining uniform allowance amount for each officer to a regular payroll check no later than the next pay period.



Hyun Kim, City Manager

3/31/20
Date Signed



Ryan Micenko, President
Fife Police Guild Commissioned

3/25/20
Date Signed