

Memorandum of Understanding between the  
City of Fife and The Fife Police Guild-Commissioned regarding  
**Officer in Charge and Acting Patrol Supervisor**

**1. Date and Parties**

This Memorandum of Understanding (MOU) is set to become effective February 1, 2019 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 City and Guild have entered into a collective bargaining agreement effective 2018-2023. This MOU will be used to modify Article XXV-Set Up Pay section 25.2 of the mentioned collective bargaining agreement and Article XIII – Cellular Phone Recall.

2.2 The Purpose of the MOU is to establish an Officer in Charge and Acting Supervisor positions in order to improve first level supervision on patrol.

2.3 Either the Guild or the City can opt-out of this MOU with 90 days' written notice. In the case of either party opting out, Article XXV- Set Up Pay and XIII section 13.3 Cellular Phone Recall defaults to the original language. After February 2020, if neither party opts out, this MOU becomes permanent for the duration of the existing collective bargaining agreement.

**3. Definitions for MOU**

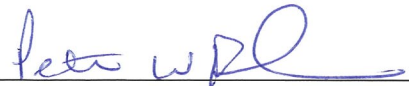
3.1 Officer in Charge (OIC) is a patrol officer designated to assume the duties of a patrol sergeant on a temporary basis on their currently assigned shift. An Officer can be assigned OIC for multiple shifts, but not for more than one consecutive workweek. OIC is also not moved from their originally assigned shift. OIC's will not be given administrative duties normally assigned to a Sergeant.

3.2 Acting Sergeant is a patrol officer currently on the Civil Service Police Sergeants' list. Acting Supervisors will have mostly the same duties including administrative duties of a Sergeant. Acting Supervisors will fill supervisory gaps that last longer than one working week and can be assigned to any shift that needs a supervisor.

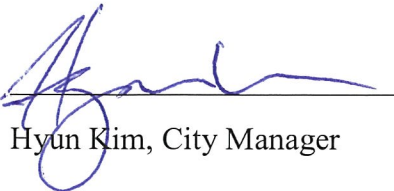
**4. Pay and Compensation**

4.1 Both OIC and Acting Supervisors will receive a seven percent (7%) premium pay above their hourly base rate of pay for hours worked in either capacity. The premium pay mentioned only applies to hours worked in either the OIC or Acting Supervisors' position.

4.2 Patrol sergeants will no longer be automatically assigned to "on call" status and therefore will not be eligible to receive Cellular Phone Recall pay, unless specifically assigned to "on call" status by the Chief of Police or his designee.

  
Pete Fisher, Chief of Police

  
Ryan Micenko, Guild President

  
Hyun Kim, City Manager