

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF FIFE AND THE FIFE POLICE GUILD – COMMISSIONED
REGARDING LATERAL OFFICER HIRING INCENTIVE PROGRAM

1. Date and Parties. This Memorandum of Understanding (“MOU”) is dated for reference purposes the 18th day of January, 2023, 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 with a term commencing on January 1, 2018 and ending on December 31, 2023 (“CBA”).

2.2 The City has experienced and is experiencing a shortage of police officers in its Police Department.

2.3 The City and the Guild recognize the value in hiring lateral police officers with law enforcement training and experience in order to reduce the amount of time between date of hire and the time the police officer can be an independent fully functioning officer of the Police Department.

2.3 The purpose of this MOU is to establish a lateral police officer hiring incentive program.

3. Lateral Officer Hiring Bonus.

3.1 Lateral police officer hires from another law enforcement agency either in-state or out-of-state shall receive a \$10,000 hiring bonus, payable as follows:

a. \$5,000 will be paid on the first regularly scheduled payday after the lateral hire becomes a City of Fife employee.

b. \$5,000 will be paid on the first paycheck after the lateral hire successfully completes the lateral hire’s probationary period.

3.2 If the lateral hire’s employment with the City terminates for any reason within three years of hire date except for disability or death, the lateral hire shall pay back to the City all of the bonus received. The lateral hire agrees that any repayment due to the City may be deducted to the extent permitted by law from any amounts due to the lateral hire at the time of employment termination, including wages, accrued vacation, sick leave, etc. Receipt of a hiring bonus requires the lateral hire to execute the lateral officer hiring bonus agreement attached hereto (Attachment 1).

3.3 Hiring bonuses are taxable income to the employee and must be included in the employee's compensation for the year in which they are paid. All applicable payroll taxes and withholdings will be deducted.

4. Term. This MOU shall be effective upon its signing by both parties and shall remain in full force and effect until terminated by the City. The City may terminate this MOU at any time in its sole discretion upon written notice to the Guild.

5. Miscellaneous Provisions. The Parties acknowledge that they have freely and voluntarily entered into this MOU, after having been afforded the opportunity, if they so choose, to discuss the MOU with their respective legal counsel.



Derek Matheson, Fife City Manager

1/19/23

Date Signed



Ryan Micenko, President
Fife Police Guild Commissioned Bargaining Unit

1/18/23

Date Signed

Attachment 1

**City of Fife Police Department
Lateral Police Officer Hiring Bonus Agreement**

1. Date and Parties. This Agreement is dated for reference purposes the ____ day of _____, 20____, and is entered into between the City of Fife (“City”) and the _____ (“Police Officer”).

2. General Recitals.

2.1 The City offers a signing bonus to attract lateral police officers with experience.

2.2 Acceptance of the hiring bonus is voluntary and is not a condition of employment with the City.

2.3 By executing this Agreement Police Officer accepts the hiring bonus and the Parties agree to the terms and conditions herein.

3. Hiring Bonus. Police Officer shall receive a \$10,000 hiring bonus, payable as follows:

3.1 \$5,000 will be paid on the first regularly scheduled payday after the Police Officer becomes a City of Fife employee.

3.2 \$5,000 will be paid on the first paycheck after the Police Officer successfully completes the lateral hire’s probationary period.

3.3 If the Police Officer’s employment with the City terminates for any reason within three years of hire date except for disability or death, Police Officer shall pay back to the City all of the bonus received. Police Officer agrees that any repayment due to the City may be deducted to the extent permitted by law from any amounts due to the Police Officer at the time of employment termination, including wages, accrued vacation, sick leave, etc. Police Officer acknowledges that Police Officer is responsible for any remaining balance owing to the City.

3.4 Hiring bonuses are taxable income to the Police Officer and must be included in the Police Officer’s compensation for the year in which they are paid. All applicable payroll taxes and withholdings will be deducted.

4. Miscellaneous Provisions. The Parties acknowledge that they have freely and voluntarily entered into this Agreement, after having been afforded the opportunity, if they so choose, to discuss the Agreement with their respective legal counsel.

Derek Matheson, Fife City Manager

Date Signed

_____, Police Officer

Date Signed