

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

This Memorandum of Understanding (MOU) memorializes the agreement reached between the City of Bonney Lake ("City") Washington and the Bonney Lake Assistant Chiefs Police Guild, representing the Assistant Chiefs 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 10, Section 1, Holidays will therefore be amended as follows:

Article 10, Section 1. Holidays


For 2023, the following language will apply:

In lieu of receiving federally recognized holidays on their prescribed dates as listed in the Bonney Lake Municipal Code 2.32.010, Assistant Chiefs employed with the City on January 1st shall receive sixty (60) hours of holiday leave placed in their holiday leave bank. On July 1, an additional ~~sixty-seventy~~ (760) hours) of holiday leave for federally recognized holidays as listed in Bonney Lake Municipal Code 2.32.010 will be placed in their holiday leave bank. An employee hired between January 2nd and June 30th shall receive holiday leave on a pro-rata basis of the sixty (60) hours from date of hire placed in their holiday leave bank. An employee hired between July 1 and December 31, shall receive holiday leave on a pro-rata basis of the ~~sixty-seventy~~ (760) hours from date of hire placed in their holiday leave bank.

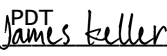
For 2024, the following language will apply:

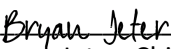
In lieu of receiving federally recognized holidays on their prescribed dates as listed in the Bonney Lake Municipal Code 2.32.010, Assistant Chiefs employed with the City on January 1st shall receive ~~sixty-seventy~~ (760) hours of holiday leave placed in their holiday leave bank. On July 1, an additional sixty (60) hours) of holiday leave for federally recognized holidays as listed in Bonney Lake Municipal Code 2.32.010 will be placed in their holiday leave bank. An employee hired between January 2nd and June 30th shall receive holiday leave on a pro-rata basis of the ~~sixty-seventy~~ (760) hours from date of hire placed in their holiday leave bank. An employee hired between July 1 and December 31, shall receive holiday leave on a pro-rata basis of the sixty (60) hours from date of hire placed in their holiday leave bank.

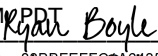
CITY OF BONNEY LAKE

DocuSigned by:

5/12/2023 | 1:32 PM
Michael McCullough, Mayor

Police Guild Staff Representatives

DocuSigned by:

5/12/2023 | 7:32 AM PDT
Assistant Chief James Keller, President

DocuSigned by:

5/12/2023 | 11:08 AM PDT
Bryan Jeter, Chief of Police

DocuSigned by:

5/12/2023 | 10:59 AM PDT
Assistant Chief Ryan Boyle, Vice President