

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF SNOQUALMIE, WA
AND THE
INTERNATIONAL ASSOCIATION OF FIREFIGHTER (IAFF) LOCAL 2878

This Memorandum of Understanding is entered into between the City of Snoqualmie, WA, and the IAFF Local 2878, with the intent to allow proper communication between the parties listed above and pertaining to an Incentive Bonus Program.

Purpose:

The purpose of the Incentive Bonus program is to assist City of Snoqualmie with retaining highly competent, productive, and innovative employees for which the City of Snoqualmie has concerns of losing these employees to other organizations, and to convince these employees to remain in their current position for a specific amount of time.

In consideration of the terms and conditions set forth herein and the mutual benefits to be derived, the parties agree as follows:

1. In exchange for an agreement to retain employees through December 31st, 2024, the City shall offer an incentive bonus of \$10,000.00 to employees who meet the following qualifications:
 - a. The employee is employed by the City as of December 31, 2022
 - b. The employee did not receive a hiring bonus in 2021 or 2022.
2. This bonus will be paid in three installments to current employees employed prior to March 1, 2020:
 - a. The first installment of \$2,500.00 will be paid on the paycheck or the next available pay period planned to be February 28, 2023,
 - b. The second installment of \$2,500.00 will be paid on the July 31st, 2023 paycheck,
 - c. The third and final installment of \$5,000.00 will be paid on the December 31st, 2024 paycheck.
3. This bonus will be paid in two installments to current employees employed after March 1, 2020 but before December 31st, 2022:
 - a. The first installment of \$2,500.00 will be paid on the July 31st, 2023 paycheck,
 - b. The second installment of \$7,500.00 will be paid on the December 31st, 2024 paycheck.
4. If the employee leaves for any reason prior to any installment payment, they are not entitled to the remaining incentive payments, nor will they be required to pay back any portion of the incentive already received.

Be it further agreed that this Memorandum of Understanding shall be pursuant to the terms of Article 10/Grievance Procedure, should there be any dispute regarding the interpretation and/or application of this memorandum.

Agreed to on _____

Katherine Ross, Mayor
City of Snoqualmie, WA

William Wisham, Vice President
IAFF Local 2878

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