

MEMORANDUM OF UNDERSTANDING
by and between the
CITY OF ISSAQUAH, WASHINGTON
and the
ISSAQUAH POLICE OFFICERS' ASSOCIATION

This Memorandum of Understanding (MOU) is entered into by and between the City of Issaquah (the "City") and the Issaquah Police Officers' Association (the "Association") regarding voluntary COVID-19 vaccination boosters for employees.

Background

1. The parties have executed a collective bargaining agreement ("CBA"), valid until December 31, 2022.
2. Pursuant to King County Executive's Health Emergency Order ACO-8-27-EO, Washington State Governor's Proclamation 21-14, and the City Administrator and Mayor's Executive Order dated August 20, 2021, the City of Issaquah has mandated that all City employees must be fully vaccinated for COVID by October 18, 2021 or be exempt and accommodated based on a medical disability or sincerely held religious belief.
3. The City has determined that boosters are an additional mechanism that contributes to the efforts to help prevent COVID-19 and employees who obtain booster vaccinations recommended by the CDC contribute to the health and safety of the workplace.
4. The parties reached agreement on the terms and conditions outlined below.

Agreement

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

1. **Immunizations on Work Time and Paid.** The City shall provide the employee time for vaccination at a mutually convenient time for the employee and employer during the regular work week.
2. **Side Effects of Immunization.** Any employee who receives a vaccination who has any adverse reaction to their vaccine shall receive paid leave from the City until they are healthy and are able to return to work, up to a maximum of forty (40) hours.

3. Immunization Incentives.


- a. Employees who provide proof of their Booster vaccination through June 30, 2022 to Human Resources shall receive eight (8) hours of pay credited to their annual bank.
- b. Boosted employees who are/were required to quarantine after January 1, 2022 due to a positive COVID diagnosis or at the request of the City shall be paid by the City for all hours missed during quarantine and shall not have to use their accrued leaves, up to a maximum of eighty (80) hours.


4. The MOU becomes effective when signed by both parties. In all other respects the CBA between the parties shall remain in full force and effect.

This is the entire agreement between the parties. Any prior understandings, written or oral, are deemed merged with its provisions. This MOU may be amended only in writing with the express consent of the parties. Except as expressly set forth herein, the underlying CBA shall remain full force and effect.

Issaquah Police Officers' Association

City of Issaquah, Washington

DocuSigned by:

A5B15811AD5C449...
 Kylan Whitton
 President
 Date: 4/5/2022

DocuSigned by:

CEFF9F86ZCD7468...
 Mary Lou Pauly
 Mayor
 Date: 4/5/2022

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 4/5/2022

Certificate Of Completion

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Source Envelope:	
Document Pages: 2	Signatures: 2
Certificate Pages: 5	Initials: 1
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Ruzielle Ganuelas
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	135 E. Sunset Way
	Issaquah, WA 98027
	ruzielleg@issaquahwa.gov
	IP Address: 73.109.228.204

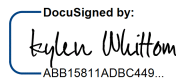
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4/5/2022 12:25:34 PM	ruzielleg@issaquahwa.gov	

Signer Events

Kylen Whittom
 kystenw@issaquahwa.gov
 Security Level: Email, Account Authentication (None)

Signature

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 Using IP Address: 146.129.251.131

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Stephanie Johnson
 Stephaniej@issaquahwa.gov
 Human Resources Director
 City of Issaquah
 Security Level: Email, Account Authentication (None), Login with SSO



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 Signed by link sent to Stephaniej@issaquahwa.gov
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Mary Lou Pauly
 MaryLouP@issaquahwa.gov
 Mayor
 City of Issaquah
 Security Level: Email, Account Authentication (None)

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Editor Delivery Events	Status	Timestamp
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Ruzielle Ganuealas RuzielleG@issaquahwa.gov Recreation Leader City of Issaquah Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	Sent: 4/5/2022 3:15:14 PM
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Signing Complete	Security Checked	4/5/2022 3:15:12 PM
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Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

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To advise City of Issaquah of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at gust@issaquahwa.gov and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

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