

**Memorandum of Understanding
Between the City of Bothell and the Bothell Police Officers Guild**

WHEREAS, the Bothell Police Officers Guild (hereinafter referred to as "Guild") and the City of Bothell (hereinafter referred to as "City") have been and are signatory to a January 1, 2017 through December 31, 2019 collective bargaining agreement setting forth the wages, hours, and other terms and conditions of employment for members of the bargaining unit represented by the Guild; and

WHEREAS, Article 2, Paragraph 20, of the collective bargaining agreement defines "Probationary Employee" as:

Any employee who has not yet successfully completed his or her probationary period of employment. For lateral police officers, the probationary period will be the 12-month period following date of hire. For entry-level police officers, the probationary period will be the 12-month period following completion of the recruit academy; and

WHEREAS, the City and Guild recognize the importance of having enough time following the completion of the Basic Law Enforcement Academy and/or Field Training Program to adequately evaluate the officer's ability to safely and effectively perform their assigned duties and responsibilities.

THEREFORE, IT IS AGREED BY AND BETWEEN THE PARTIES HERETO, in consideration of the mutual promises contained herein and other good and valuable consideration that:

1. Consistent with the above, Article 2, Paragraph 20, of the collective bargaining agreement shall be replaced with the following:

Probationary Employee – Any employee who has not yet successfully completed his or her probationary period of employment as defined by Chapter 11 of the City of Bothell Civil Service Rules and Regulations for Police and Fire Departments. The Police Chief or her/his designee will consult with the Guild prior to recommending any changes to the Civil Service Commission's definition of police probationary employees.

2. Advancement of police officers to the next highest grade shall continue to be based upon one year of service from date of hire.

AGREED TO this 3 day of OCTOBER, 2018.

City of Bothell



Jennifer Phillips, City Manager

10/3/18
Date

The Bothell Police Officers Guild

 STEVE KERZMAN, VICE PRESIDENT
Chad Davis, President

10-4-18
Date