

MEMORANDUM OF UNDERSTANDING

NEW RECORDS POSTION

This Memorandum of Understanding ("MOU") is made between the City of Kelso ("City") and the Kelso Police Association on behalf of the Kelso Police Records Specialists ("KPA Records"), collectively the "Parties", as of the date signed below.

The City plans to create a new, full time P-6 opening in the records division which will be responsible for the majority of all public records and will include all public records related to the new Body Worn Camera program expected to begin in January, 2022. This position will be the lead staff person responsible for this work, as well as backup to all other records services. Likewise, current records staff will be the backup to the new position and that work. The new P-6 position will also be responsible for misdemeanor domestic violence advocacy, which is also new to the City. The Parties agree that this new P-6 position should be eligible for the stipend received by the P-6 Records Custodian of \$150 per month.

Agreement.

1. **Stipend.** The Parties agree that this new P-6 position shall receive \$150 stipend in addition to the current salary for the P-6 position as defined in the current KPA Records collective bargaining agreement.
2. **Effective Date.** MOU becomes effective when signed by all Parties.
3. **Disputes.** This MOU is non-precedent setting except for the terms set forth herein. Any disputes between the City and KPA Records concerning the interpretation, application or alleged violation of any term of this MOU will be resolved under the Parties' grievance procedure in Article 20 of the CBA.
4. **Amendments.** Any changes to this MOU will be mutually agreed upon and reduced to writing.

Dated October 19th, 2021

City of Kelso

Nancy Malone

Mayor Date

[Signature] 10/19/21

City Manager Date

Attested As To Form By: [Signature] City Attorney

Kelso Police Association Records

[Signature] 10/20/21

KPA President Date

[Signature] 10/20/21

KPA Member Date