

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
CITY OF SEATTLE
AND
SEATTLE POLICE OFFICERS' GUILD**

Regarding Juneteenth Holiday and Indigenous Peoples' Day

This Memorandum of Understanding (MOU), regarding the implementation of Juneteenth and Indigenous Peoples' Day as City holidays, is made and entered into by and between the City of Seattle (City) and the Seattle Police Officers' Guild, (Guild), (collectively, Parties).

The Parties agree that:

1. Effective upon legislation of this MOU, Juneteenth (June 19th) and Indigenous Peoples' Day (2nd Monday in October) will incorporated into the current collective bargaining agreement as holiday time periods under Article 8.3.
2. Effective upon legislation of this MOU, in Article 8.1 the twelve (12) holidays off per year with pay, or twelve (12) days off in lieu thereof, for a total of 96 hours of paid holiday time shall be increased to fourteen (14) days per year for a total of 112 hours of paid holiday time.
3. The administration of these two new holidays shall be in accordance with the collective bargaining agreement's existing language regarding City holidays.
4. The Guild agrees that this Agreement fulfills the City's bargaining obligations with respect to establishing these holidays.
5. This MOU constitutes the entire Agreement between the parties regarding the subject matter herein and all parties acknowledge that there are no side agreements, written, oral, or otherwise.
6. This MOU shall become effective on the final date of the parties' signatures

For Seattle Police Officers' Guild

For the City of Seattle

Mike Solan, President Date

Bruce A. Harrell, Mayor Date

Executed under the authority
of Ordinance _____