

MEMORANDUM OF UNDERSTANDING

Between the City of Seattle

and

The Seattle Police Officers’ Guild

The Seattle Police Officers Guild (“Guild”) and the City of Seattle (“City”) enter into this agreement to increase the City’s backgrounding capacity and resolve grievances related to parking at the Seattle Police Department (“SPD”) headquarters and certain grievances related to prior special events.

AGREEMENT

The Guild and the City agree as follows:

- A. The City may utilize non-bargaining unit resources for recruiting and backgrounding processes subject to the following:
 1. SPD retains the hire/no hire decision.
 2. During periods when the City is utilizing civilians for backgrounding work, backgrounding staff will include at least seven officers and one sergeant (not including the Polygraph unit).
 3. During periods when the City is utilizing civilians for recruiting work, recruiting staff will include at least one sergeant.
 4. Oral boards and polygraphs will not be conducted by non-SPD personnel.
- B. To resolve the grievances relating to parking at SPD headquarters, SPD will provide nineteen (19) parking spots at SPD headquarters at no cost to the SPOG bargaining unit members. The nineteen (19) spots will be allotted to the following assignments: three (3) parking spots for the Policy Research Section, two (2) parking spots for those assigned to the Front Desk, three (3) spots for the Force Review Unit, and eleven (11) spots for HR assignments, which include recruiting, backgrounding, polygraph, and the HR sergeant. For the parking spots allotted to the HR assignments, the spots will be allocated based on HR assignment seniority, which shall be established by taking the employees unit seniority from each of the units in HR and combining it into one seniority list.
- C. To resolve the grievances related to certain special events:
 1. The City will pay the difference between double the regular rate and one and one-half times the regular rate for hours worked to SPOG members who were drafted and worked the following:
 - a. a 2021 or 2022 Seahawks game,
 - b. a September 4, 2021, event, or
 - c. the MLK event on January 17, 2022.

2. SPOG members who were drafted for and worked the MLK event on January 17, 2022, will also receive eight hours of holiday leave.
3. SPOG members who were drafted for and worked the October 7, 2021, Seahawks game will also receive compensation equal to 10 hours of work at their regular rate.
4. SPOG members who were drafted for and worked as bike trained officers at the November 3 and 4, 2020, protest events will receive compensation equal to one and a half times their hours worked.
5. Rates of pay will be calculated based on the SPOG members rate of pay on the date of the event, including any applicable retroactive wage increases from the 2021-2023 Collective Bargaining Agreement.

D. SPOG withdraws the following grievances:

1. 2022-0006—HQ Parking (Backgrounds)
2. 2022-0008—HQ Parking (Policy Research Section)
3. 2022-0009—HQ Parking (Morrison-Front Desk)
4. 2024-0010—HQ Parking (FRU)
5. 2020-0004—Special Events (Nov. 3rd and 4th, 2020)
6. 2021-0014—Special Events (Home Seahawks Games 2021)
7. 2021-0016—Special Events (October 7th Seahawks Game)
8. 2022-0001—Special Events (MLK 2022)
9. 2022-0005—Special Event (Home Seahawks Games 2022)

E. This Agreement is non-precedential.

F. This Agreement shall not be used for anything other than enforcement and implementation of the terms herein.

G. This Agreement is a compromise of disputed claims. The parties do not admit any wrongdoing and do not concede or waive their respective positions.

H. This agreement is effective from the date of signing.

Signed this ___th day of _____, 2025.

For the City:

For the Guild:

_____, City of Seattle

President, Seattle Police Officers’ Guild