

MEMORANDUM OF UNDERSTANDING
by and between
CITY OF LAKE STEVENS, WASHINGTON
and
THE LAKE STEVENS POLICE GUILD
(Re: Temporary Modification of the Number of Specialty Pays Eligible for Corporals)
January 1, 2024 through December 31, 2026

This Memorandum of Understanding (MOU) is entered into by and between the City of Lake Stevens, Washington (hereinafter referred to as the “Employer”), and The Lake Stevens Police Guild (hereinafter referred to as the “Guild”), collectively the “parties”.

I. RECITALS

- A. WHEREAS the parties have entered into a Collective Bargaining Agreement (“Agreement”) for the period of January 1, 2024 through December 31, 2026;
- B. WHEREAS the Employer is committed to ensuring Police Officers receive thorough training and deliver excellent service;
- C. WHEREAS the Police Chief has determined there’s a temporary need for additional Field Training Officers (FTO);
- D. WHEREAS employees are limited to a maximum of two specialty premium pays under the Agreement; and
- E. WHEREAS the parties wish to temporarily modify the Agreement’s two specialty premium pay restriction under certain circumstances for the duration of this MOU.

II. AGREEMENT

IN CONSIDERATION OF the mutual covenants and promises contained herein, the parties agree to the following:

- 1. For the duration provided in Paragraph 5, if a Corporal is an FTO, they are eligible to receive a third specialty premium pay.
- 2. If a Corporal is not an FTO, they are limited to a maximum of two specialty premium pays per the Agreement.
- 3. This MOU is entered into on a non-precedent setting basis and does not change the parties’ status quo.
- 4. Any employee receiving more than two specialty premium pays will stop receiving the FTO specialty pay at the end of this MOU’s duration.
- 5. This MOU is effective upon full execution and expires on the date the successor Agreement is fully executed. However, after December 31, 2026, either party may elect to terminate this MOU with at least seven (7) calendar days’ written notice.

IN WITNESS WHEREOF, the parties have executed this Agreement as their free and voluntary act on the dates set forth below.

LAKE STEVENS POLICE GUILD

CITY OF LAKE STEVENS, WASHINGTON

By: 
Kristen Parnell, Guild President

By: 
Brett Gailey, Mayor

Date: 06-09-25

Date: 5 June 2025