

Memorandum of Understanding

By and Between

City of Lakewood

And

Lakewood Police Independent Guild (LPIG)

Specialty and Additional Assignment Procedures

To address different interpretations and inconsistent implementation of the Collective Bargaining Agreement 6.04, Section C. Specialty and Additional Assignment Procedures, and provide clarification, the Lakewood Police Independent Guild and the City agree to the following:

The paragraph immediately below replaces the current 6.04(C)#1 of the 2023-2025 Collective Bargaining Agreement by and between the City of Lakewood and Lakewood Police Independent Guild.

1. Consideration for specialty and additional assignments will be given to applicants with at least three (3) years of service with the Lakewood Police Department at the time the announcement closes. Lateral hires will be considered eligible only after having completed one (1) year with the Lakewood Police Department (off probation) and having at least three (3) total years of law enforcement experience at the time the announcement closes. If there are no eligible candidates or no eligible candidates pass the selection process, the position can be reposted to allow any non-probationary Officer or otherwise ineligible Officer, per paragraph 3 of this section, to apply (to include any who did not pass the first selection process). The least senior person off probation and assigned to Patrol at the time of the vacancy would be subjected to any case of an involuntary transfer, including for Sergeant specialty assignments.

The paragraph immediately below is new language to be added to 6.04(C) as #5.

5. All Specialty Assignment selection processes will be conducted annually during the first 10 days of October. Successful applicants will be ranked on an eligibility list based on their final test/interview scores. This eligibility list shall be in effect until superseded by the following year's process or that list is exhausted. If an eligibility list is exhausted, then a new list can be created and any non-probationary Officer or otherwise ineligible Officer may apply. This list shall be in effect until superseded by the next annual selection process. For any opening, the Chief may make a selection from among the top five candidates on the eligibility list.

Provisions of 6.04(C) not addressed above will remain as set forth in the 2023-2025 City of Lakewood and Lakewood Police Independent Guild collective bargaining agreement.

This agreement shall remain in effect until the parties expressly agree to alter it, repeal it, or include it in a successor collective bargaining agreement.

Signed at Lakewood, Washington on the date(s) set forth below each party's signature:

Lakewood Police Independent Guild

City of Lakewood

Jason Catlett
Jason Catlett (Jun 4, 2024 08:38 PDT)

John J. Caulfield
John J. Caulfield (Jun 5, 2024 14:09 PDT)

Jason Catlett, Guild President

John J. Caulfield, City Manager

Date: 06/04/2024

Date:

Josh Beauchamp
Josh Beauchamp (Jun 4, 2024 11:13 PDT)

Josh Beauchamp, Guild 1st Vice President

Date: 06/04/2024

ATTEST:

B. Schumacher

Briana Schumacher, City Clerk

APPROVED AS TO FORM:

Heidi Ann Wachter
Heidi Ann Wachter, City Attorney