

City Manager Signature Transmittal
This form is NOT needed if item is going to Council

Name/Phone Lisa Garcia

Date 5/19/2026

Department Human Resources

Project No. _____

Brief Project Description:

One year extension of corrections incentive MOU

Is Item Budgeted? Yes No

Account No/s. _____

What is the remaining budget balance in this account today
as shown on the Financial Inquiry (Summary Tab):

Amount \$: _____

Balance \$ _____

Checking that the Vendor is not delinquent in their taxes and hasn't been debarred is required.
(Print out and attach) Go to: <https://dor.wa.gov/> and click "look up a business" in the "I want to. . ." window.
If Federal Funds used: <https://sam.gov/content/exclusions>

Is this a new contract: Yes No, go to EXISTING CONTRACT below

CONTRACT INFORMATION: **Effective Date** _____

Contract Term _____

Is there Federal Funding? If yes, check suspension & debarment:
<https://sam.gov/content/exclusions> and attach copy

Yes No

Is vendor delinquent on taxes? Verify: <https://dor.wa.gov/> and attach copy

Yes No

Certificate of Insurance Required? **(If yes, forward to Purchasing)**

Yes No

Purchasing Involvement Required? (see manual)

Yes No

Competition Received? (if over \$10K)

Yes No

Technology or Network related?

Yes No

If yes, has IT reviewed?

Yes No

**EXISTING CONTRACT
OR AMENDMENT?**

Effective Date _____

Contract Term _____

Original Contract, Res. or Ord. No. R-2021-144

Other: _____

Reviewed By (digital or physical signature):

1. Department Director _____

Date _____

2. Finance Director _____

Date _____

3. City Attorney _____

Date _____

MEMORANDUM OF UNDERSTANDING

By and between

CITY of YAKIMA

And

COUNCIL 2, WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES

THIS MEMORANDUM OF UNDERSTANDING (hereinafter "MOU") is made and entered into by and between the Council 2, Washington State Council of County and City Employees (hereinafter "Union") and the City of Yakima, a Washington Municipal corporation (hereinafter "City").

Whereas, the City of Yakima is a charter city of the first class of the State of Washington and is the employer of all members who work as corrections officers; and

Whereas, the Union is the exclusive bargaining representative all permanent City employees, including corrections officers, except as listed in Article 1 of the Collective Bargaining Agreement; and

Whereas, the parties executed a MOU on October 16, 2023 regarding corrections incentives which was replaced with a new MOU which expires May 19, 2026; and

Whereas, the parties desire to extend the current MOU for an additional year; and

Whereas, the City and the Union agree that the provisions as set forth in this MOU do not create a past practice and supersede any conflicting provisions in any Collective Bargaining Agreement (hereinafter "CBA") covering the issues contained in this MOU.

Therefore, the City and the Union agree that for one (1) year from the execution of this MOU, the following conditions apply:

1. Newly hired Lateral Corrections Officers will receive a bank of 40 in lieu hours that can be used at any time during the first year of employment. This has no effect on any other hours earned as listed in the CBA.
2. Newly hired corrections officers are eligible for an incentive as follows:
 - a. Newly hired officers will receive a \$10,000 incentive. \$5000 is to be paid on their first paycheck following the first full month of employment after execution of the repayment contract in 2(b) and \$5000 is to be paid on the paycheck following their first full year of employment.
 - b. To be eligible for this incentive, the employee must sign a repayment contract whereby they agree to repay, on a pro-rated basis, any paid incentive if they leave employment within the first three years. If employee separates service from the City of Yakima or transfers to a new position, other than a promotion to a Corrections Sergeant, prior to the completion of thirty-six (36) months of service, complete payment of the reimbursement obligation, as calculated in the repayment contract, shall be deducted from the employee's final paycheck. If the repayment amount owed is in excess of the final paycheck, any balance owed shall be paid within twelve (12) months of cessation of employment, in monthly

installments of no less than one twelfth (1/12) of the total remaining reimbursement obligation, commencing thirty (30) days following the last day of employment as a corrections officer. The Union and Employee also agree the City may take regular collection steps as allowed by law if the amounts are not paid, or paid late, including garnishment of future wages.

3. The Corrections Manager is eligible, with the approval of the Police Chief, to work shifts that are not filled as needed.
4. The City may use retired Yakima police officers as temporary employees to assist the corrections division until such time staffing with full time corrections officers can occur.

Executed this 19th day of May, 2026.

City of Yakima:

For the Union:


Victoria Baker
City Manager

5/19/26
Date


Dusty Morford
Staff Rep

5/19/2026
Date

CITY CONTRACT NO: 2026-070
RESOLUTION NO: R-2021-144


Nathan McDaniels
Local President

5/19/2026
Date