

**MEMORANDUM OF UNDERSTANDING**  
**by and between the**  
**CITY OF MOUNT VERNON**  
**and**  
**MOUNT VERNON POLICE SERVICES GUILD**

THIS MEMORANDUM OF UNDERSTANDING (MOU) is made, and entered into, by and between the City of Mount Vernon (hereinafter referred to as City) and the Mount Vernon Police Services Guild representing the Non-Commissioned Police employees (hereinafter referred to as Guild).

**Purpose.** The purpose of the MOU is to allow the Guild to incorporate the newly created classification of Park Ranger (Commissioned) position into the Commissioned Police Services Guild unit.

The Park Ranger (Commissioned) will be covered by the Commissioned Police Guild CBA if they meet the following criteria:

- Park Ranger (Commissioned) - One who has completed the Basic Law Enforcement Academy or an equivalent Parks Law Enforcement Academy that is recognized by the Washington Criminal Justice Training Commission as a general authority Washington Peace Officer with the full authority of a general authority peace officer commissioned to enforce local laws of the state of Washington generally as set forth in RCW 10.92.020(4). This includes successful completion of the Equivalency training to receive state certification.

For those Park Rangers who do not meet the above criteria, they will be covered under the Non-Commissioned Police Guild CBA under the classification of Park Ranger (Non-Commissioned).

**ARTICLE 1 STATEMENT OF PURPOSE**

1.3 As evidence of the intent of the Employer to protect the rights of Police Officers and full commissioned Park Rangers, the Employer recognizes the special nature of the duties of a Police Officer and Park Ranger (Commissioned) and the unique vulnerability and perils, which a Police Officer and Park Ranger (Commissioned) faces. All members of the bargaining unit shall maintain their individual rights, as afforded them in both Federal and State Constitutions. Further, the members shall enjoy protection of the Mount Vernon Officers' Bill of Rights, which is incorporated in this agreement as Addendum C.

Although the Park Ranger (Commissioned) is a fully commissioned Washington State Peace Officer their training and responsibilities are unique to the park system. This will be their primary responsibility, however, they may be called to act, in an emergency, with patrol officers. The Park Ranger (Commissioned) position is not one to be considered for staffing coverage.

**ARTICLE 3 RECOGNITION**

The Employer recognizes the Mount Vernon Police Services Guild as the exclusive bargaining agent for all Commissioned Police Officers and fully commissioned Park Rangers excluding the Police Chief, Assistant Police Chief and Police Lieutenants.

## **ARTICLE 9 HOURS OF WORK**

**Work Schedule – Park Ranger:** The Park Ranger (Commissioned) will work an 8.5 hour shift, Seven (7) day work week as follows: Two (2) consecutive weeks of five (5) days worked followed by two (2) furlough days and one (1) week of four (4) worked followed by three (3) furlough days. The work period cycles then repeat. A paid meal time of .5 hours is included during a shift.

The Park Ranger (Commissioned) shall be compensated at the overtime rate for any hours worked beyond his/her normally scheduled shift as defined in Article 10. 1.6 - Overtime or for time worked in excess of one hundred sixty hours (160) hours in twenty- eight (28) consecutive twenty-four (24) hour periods.

The Park Ranger's (Commissioned) base compensation is calculated on 2080 hours of work in a calendar year. The 8.5 hour schedule will result in the employee not working a full 2080 hours in a calendar year. The parties agree that the maximum deficit number of hours per year is ten (10). The employee may elect to have the necessary hours deducted from his/her Compensatory Time accumulation during any pay period. Any hours still owed by the employee after the November pay period shall be deducted in December from his/her vacation leave bank.

The City and Guild have agreed to provide an alternate work schedule to the Park Ranger (Commissioned) in the form of a 9/80 schedule. For the purpose of the Fair Labor Standards Act, the 9/80 schedule work week will begin at noon on the eight (8) hour flex day. Effective upon Council approval of the collective bargaining agreement.

### **Memorial Day to Labor Day:**

Wednesday through Saturday 10:00 am to 7:00 pm  
Tuesday (flex day) 11:00 am to 7:00 pm

### **Labor Day to Memorial Day**

Tuesday through Friday 9:00 am to 6:00 pm  
Monday (flex day) 10:00 am to 6:00 pm

The effectiveness of the schedule will be reviewed and evaluated periodically. The City reserves the right to discontinue the 9/80 schedule at any time if the City finds it is not efficient or if there is a reduction in staff.

## **ARTICLE 10 WAGES**

The Park Ranger's (Commissioned) Salary will be 80% of a police officer.

0-1 years	\$67,644
Over 1 year – 2 years	\$70,864
Over 2 years – 3 years	\$74,124
Over 3 years to 5 years	\$77,291
Over 5 years	\$80,520

The current Park Ranger's (Commissioned) salary will be adjusted to \$67,644 effective the first day of a pay period following Council approval. He will be eligible for a step increase on November 1, 2023.



