

City of Independence, Missouri

&

Communication Workers of America Local No. 6360

MEMORANDUM OF UNDERSTANDING ON HIRING INCENTIVE PROGRAM

This letter of Agreement is between the Communication Workers of America Local No. 6360 (hereinafter the Union) and the City of Independence, Missouri (“the City”).

WHEREAS the Union and the City are parties to a current collective bargaining agreement which expires on June 30, 2023; and

WHEREAS the parties mutually acknowledge there are unique challenges to hire and retain Telecommunicators; and

WHEREAS current and projected vacancies in the Dispatch Center creates an urgency to take immediate steps to recruit Telecommunicators; and

WHEREAS the parties desire to have a public safety system that serves the community and be positioned to provide effective public safety services now and in the future; and

WHEREAS Telecommunicators are an essential part of the City’s public safety system; and

WHEREAS, the American Recovery Plan Act provides one-time resources which can be used for a one-time incentive payment;

NOW WHEREFORE it is agreed that a Hiring Incentive Program is established to hire ten (10) qualified Telecommunicators. The program is outlined in Exhibit A.

Whereby the parties through their duly authorized agents have signed this memorandum below.

City of Independence, Missouri

Communication Workers of America

Local No. 6360

By: _____

By: _____

Date: _____

Date: _____

EXHIBIT A

NEW HIRE INCENTIVES

The new hire incentive program offers a signing bonus to newly hired experienced personnel who meet the qualifications of a Telecommunicator I or II. New hires who wish to participate in this program will be required to enter into an agreement with the City of Independence. The new hire will be expected to maintain employment with the City of Independence for a minimum of 5 years. Any new hire that fails to maintain employment (for any reason except for death, illness, or work injury) for the five-year period, he or she will be required to reimburse the City for a prorated portion of the bonus.

\$10,000 will be paid on their first paycheck after being formally hired. City will apply all required federal and state tax deductions and will report all payments made under this program as required by federal and state law. Taxes shall be withheld as bonus earnings from the Hiring Incentive and reported to the Internal Revenue Service as income on the Employee's Form W-2.

Experienced Telecommunicator I or II Hiring Incentive

Experienced Telecommunicators hired will receive a \$10,000 payment who meet the following:

- 1) Minimum of two-year's experience dispatching Police/Fire in a reasonably comparable agency (M.A.R.C. region is preferred)
- 2) Successfully complete all pre-employment screening
- 3) Signed contract specifying five-year commitment

This program is reserved for the first ten (10) new hires for Telecommunicator I or II. Should this program address the staffing difficulties, there may be point in time where this program is no longer needed and could be discontinued.