



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Monica A. Alexander, Executive Director

19010 1st Avenue South • Burien, WA 98148 • Phone: 206-835-7300 • www.cjtc.wa.gov

AGREEMENT

This agreement is made and entered into by and between the Seattle Police Department, hereinafter referred to as the "Agency", and the Washington State Criminal Justice Training Commission, hereinafter referred to as the "Commission".

Whereas Michael Russey is employed by the Agency as an employee, holding the position of Officer therein; and

Whereas the Commission, pursuant to Chapter 43.101.RCW, is empowered to provide programs and standards for the training of criminal justice personnel and in conjunction therewith may contract with individuals and agencies for the purpose of training; and

Whereas the Commission desires to contract with the Agency for the full-time services of Michael Russey in administering, conducting, and presenting this state's Basic Law Enforcement Academy program;

Now therefore, for and in consideration of the mutual promises set forth hereafter, the parties hereto mutually agree as follows:

(1) Term

This agreement shall commence on the 14th day of February, 2022 and terminate on the 13th day of February, 2025, subject to prior termination as provided herein and unless as extended by written mutual agreement of the parties hereto.

(2) Duties of the Agency:

The Agency shall provide the full-time services of Michael Russey to the Commission for the purpose of administering, conducting, and presenting the state's Basic Law Enforcement Academy program. Such services shall include, but not be limited to:

- (a) Providing classroom instruction in assigned subjects.
- (b) Creating written and practical exercises relating to classroom instruction.
- (c) Writing test material.
- (d) Researching/updating classroom instruction and teaching materials.
- (e) Tutoring/counseling academy attendees.
- (g) Grading exams.
- (h) Assisting and coordinating practical training exercises.
- (i) Suggesting revisions to academy programs and curriculum.

(3) Consideration



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Monica A. Alexander, Executive Director

19010 1st Avenue South • Burien, WA 98148 • Phone: 206-835-7300 • www.cjtc.wa.gov

In consideration of those services provided under this agreement, the Commission shall reimburse to the Agency its full payment of salary to Michael Russey, including all benefits and all increases to said salary or benefits, during the period of Michael Russey's service to the Commission herein under. The Commission shall pay said reimbursement amount upon submission by the Agency of a monthly invoice to the Commission at 19010 1st Ave South, Burien, WA 98148.

(4) Agreements Outside of This Agreement

This agreement contains the complete agreement between the parties and shall, as of the effective date hereof, supersede all agreements, either written or oral, between the parties. The parties agree that neither of them has made any representations with respect to the subject matter of this agreement or any representations, including the executing and delivery hereof, except such representations as are specifically set forth herein; and each of the parties hereto acknowledges that it has relied on its own judgment in entering into this agreement.

(5) Modification

No waiver or modification of this agreement or any covenants, conditions, or limitations herein contained shall be valid unless in writing and duly executed by the parties to be charged therewith; and no evidence of any waiver or modification shall be offered or received in evidence of any proceeding or litigation between the parties hereto arising out of or affecting this agreement, or the rights or obligations of the parties herein under, unless such waiver or modification is in writing duly executed as aforesaid; and the parties further agree that the provisions of this section may not be waived except as herein set forth.

(6) Termination of Agreement

This agreement may be terminated without cause at any time by mutual agreement of the parties hereto, or by either party after thirty-days (30) following the other party's receipt of a written intent to terminate.

The parties retain the right to cancel this agreement upon ten (10) days written notice to the other party if either party fails to properly keep any of the provisions of this agreement. In the event of termination under this section, the Agency will be entitled to receive, to the date of such termination on a pro rata basis, the compensation as set forth in section (3) herein.

(7) Operations

To protect the health and safety of the staff and students of the Commission, contract instructors are required to submit to infectious disease testing when directed to do so by the Commission. Contractors must report the results to the Commission's confidential appointee. Contractors agree to follow the health and safety protocols put in place by the Commission pre and post-test. Should Michael Russey not wish to follow operational directives, they will be immediately release from their contractual obligation.



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Monica A. Alexander, Executive Director

19010 1st Avenue South • Burien, WA 98148 • Phone: 206-835-7300 • www.cjtc.wa.gov

(8) Health and Safety

To protect the health and integrity of the Commission, contract instructors understand the Commission maintains control over its operations and agree to submit to directions and protocols put in place in order to carry out its mission. Should Michael Russey not wish to follow operational directives, they will be immediately released from their contractual obligation.

(9) COVID Vaccination Certification

Pursuant to Proclamation 21-14 – COVID-19 Vaccination Requirement (dated August 9, 2021) as amended by Proclamation 21-14.1 – COVID-19 Vaccination Requirement (dated August 20, 2021), hereinafter referred to as the (“Proclamation”), all contractors and any of their employees and/or subcontractors who provide contracted services on-site must certify that they are fully vaccinated against the COVID-19 virus as set forth in the Proclamation. Contractors who cannot so certify are prohibited from contracting with the state.

The Agency represents and warrants that should their responsibilities to the Commission involve on-site services as of October 18, 2021, the Agency’s personnel providing such services will be fully vaccinated against the COVID-19 virus as set forth in the Proclamation. The Agency further understands that, upon request, the Agency’s personnel must provide to the Commission proof of vaccination, in a manner established by the Commission. Should Michael Russey not wish to provide proof of vaccination, they will be immediately released from their contractual obligation.

(10) Employment Obligations of Parties

The Agency agrees to pay to Michael Russey the full salary and benefits, including all increases to said salary and benefits, accruing to his as an employee of the Agency during the period of his services herein under. Additionally, the Agency agrees to extend to Michael Russey all rights, privileges, and benefits attendant to and resulting from his employment by the Agency, including any and all promotional opportunities otherwise available to his. The Agency further agrees that upon completion and conclusion of Michael Russey’s service herein under, and in the absence of any promotion or upgrading in classification which has occurred during the duration of this agreement and in the absence of any disciplinary action taken during the duration of this agreement, he will be returned and reinstated to the Agency at the same or equal commissioned rank or position which he held on the beginning date of this agreement.

The Commission agrees to effect all necessary evaluation and documentation regarding Michael Russey during the period of his service herein under and as required by the Agency. The Agency reserves the right to discipline Michael Russey for any violation of the Agency’s rules in the same manner as other Agency employees. The Commission additionally agrees to provide Michael Russey a work and learning experience and professional opportunities for career development and enrichment at no special cost or direct cost to the Agency.



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Monica A. Alexander, Executive Director

19010 1st Avenue South • Burien, WA 98148 • Phone: 206-835-7300 • www.cjtc.wa.gov

(11) Indemnification/Hold Harmless

The Commission shall defend, indemnify and hold the Agency, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits including attorney fees, arising out of or resulting from the negligent acts, errors or omissions of the Commission occurring (a) in performance of services reasonably related to this Agreement and (b) either at the request of or under the direction and control of the Commission, its agents or employees, except for injuries and damages caused by the negligence of the Agency, its officers, officials, employees and volunteers other than Michael Russey. The Commission agrees to defend, indemnify, and hold the Agency, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses, or suits, arising out of the services provided by Michael Russey under the direction and control of the Commission described in Section 2 above.

(12) Medical/Health and Workers' Compensation Benefits

In the event of any injury to, or the illness or death of Michael Russey while acting in performance of this agreement, the Agency agrees to extend to Michael Russey medical / health and workers' compensation benefits and other compensation, to the same extent and in the same manner as if such injury, illness, or death had occurred during work assignment in and for the Agency.

(13) Venue Stipulation

This agreement shall be construed as having been made and delivered with the State of Washington, and the laws of the State of Washington shall be applicable to its construction and enforcement. Any action at law, suit in equity, or judicial proceeding for the enforcement of this agreement or any provision hereto shall be instituted in King County, Seattle, Washington.

(14) Assignment

Each party to this agreement stipulates that the agreement is one for personal services and accordingly neither party hereto may assign, sublet, or transfer any interest in this agreement.

(15) Compliance with Laws

The parties hereto agree to comply in carrying out the terms of this agreement with all applicable federal, state, and local laws, ordinances, and regulations, including but not necessarily limited to, the laws pertaining to civil rights and laws pertaining to the Commission and the Agency, including merit system rules.

(16) Notices

All notices given herein shall be in writing and shall be sent by registered mail to the parties at their recognized business addresses.



WASHINGTON STATE CRIMINAL JUSTICE TRAINING COMMISSION

Monica A. Alexander, Executive Director

19010 1st Avenue South • Burien, WA 98148 • Phone: 206-835-7300 • www.cjtc.wa.gov

(17) Headings

The article headings contained in this agreement are inserted solely as a matter of convenience and for reference and in no way do they define, limit, or describe the scope or intent of the provisions of this agreement.

IN WITNESS WHEREOF, the parties have affixed their signatures on the dates below.

Washington State Criminal Justice Training Commission

Seattle Police Department, Washington

<i>Monica Alexander</i>	2/7/2022	<i>Adrian Eusebio Diaz</i>	2/11/2022
Monica Alexander, Executive Director Criminal Justice Training Commission 19010 1st Avenue South Burien, Washington 98148	Date	Adrian Diaz, Chief of Police Seattle Police Department 610 5 th Avenue Seattle, Washington 98124	Date

cc: Dave Campbell, Basic Training Division Commander- WSCJTC
Brian Elliott, Fiscal Manager- WSCJTC
Michael Russey, Officer- Seattle Police Department
Jerrell Wills, Deputy Director- WSCJTC