

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a labor agreement between the City of Bellevue and the Bellevue Police Support Guild, representing Police support staff employees, for a three-year contract period starting January 1, 2023, and expiring December 31, 2025.

Joy Misako St. Germain, Director, 452-4581

Matt C. Smith, Assistant Director, 452-7936

Human Resources

Wendell Shirley, Chief of Police, 452-4177

Police Department

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a three-year labor agreement between the City of Bellevue and the Bellevue Police Support Guild, representing Police Support employees, for a contract period beginning January 1, 2023, and ending December 31, 2025.

RECOMMENDATION

Move to adopt Resolution No. 10225

BACKGROUND/ANALYSIS

The Bellevue Police Support Guild (the Union) currently represents approximately 30 employees working in one of 15 classifications including Police Support Specialist, Police Support Officer, Police Property Evidence Technician, Police Forensic Examiner, and Police Crime Analyst.

The City and the Union reached a tentative agreement on December 15, 2022, and that agreement was ratified by the employees on February 6, 2023. The ratified tentative agreement is now subject to Council approval.

Key Terms of Agreement

Wages: The parties bargained a three-year contract with the following wage adjustments:

- 2023: 5.5 percent increase effective January 1, 2023.
- 2024: an increase equal to 90 percent of CPI-W with a minimum increase of 2 percent and maximum increase of 5.5 percent.
- 2025: an increase equal to 90 percent of CPI-W with a minimum increase of 2 percent and maximum increase of 5.5 percent.

Other Changes:

- Increase the holiday accruals to reflect the addition of Juneteenth as a paid holiday for employees and increase the holiday leave accrual carry-over from 40 to 48 hours.
- Incorporate the Police Technology & Video Systems Manager classification into the agreement.
- Add language to address the differences between overtime exempt and non-exempt

classifications in the unit.

- Establish exempt leave for overtime exempt employees to provide eight hours of paid leave annually and allow the department director to grant up to an additional 24 hours per calendar year. Exempt leave does not carry over year-to-year and has no cash-out value.
- Increase annual footwear allowance by \$50 dollars.
- Provide fully benefited employees hired before December 31, 2022, a lump sum payment of \$3,000.
- Encourage retention of BPSG employees by providing a lump sum of \$3,000 to BPSG represented employees employed on January 1, 2023, that are still employed in the bargaining unit on January 1, 2026.

There are additional clarifications and agreements on a variety of non-economic and non-substantive items included in the proposed contract.

POLICY & FISCAL IMPACTS

Policy Impact

RCW 41.50.152 requires disclosures of “excess compensation” costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future DRS retirement billings because this requirement applies to PERS 1 employees only, and the individuals affected by this agreement do not participate in PERS 1.

Fiscal Impact

Assuming current staffing and distribution, the agreement reached with the Union will result in a net cost increase to the current budget of approximately \$162,000, assuming the maximum wage increase in 2024, in addition to what has already been budgeted. Sufficient funds are available in the budget to fully fund the contract costs for 2023-2024. The costs in 2025 will be included in the 2025-2026 budget proposals.

OPTIONS

1. Adopt the Resolution authorizing execution of a labor agreement between the City of Bellevue and the Bellevue Police Support Guild, representing Police support staff employees, for a three-year contract period starting January 1, 2023, and expiring December 31, 2025.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS

Proposed Resolution No. 10225

AVAILABLE IN COUNCIL LIBRARY

2023-2025 labor agreement between the City of Bellevue and the Bellevue Police Support Guild