



City of Bellevue

Human Resources

September 25, 2024

Barak Carter
President, Bellevue Police Officers' Guild
227 Bellevue Way NE #51
Bellevue, WA 98004

(sent via email to: BCarter@bellevuewa.gov)

RE: Notice of new lateral police officer and certified/exceptional officer hire bonus program and request to bargain.

Dear Barak,

This letter shall serve as notice of the City's intent to modify and replace the City's lateral police officer hire program with a new program that would provide up to \$30,000 to qualified lateral police officer hires and up to \$15,000 to certified/exceptional officer hires. Key features of the proposal include:

- Lateral hires: up to \$30,000 based on years of experience; paid in three installments (2 after hire), and a graduated repayment plan if the employee leaves employment prior to completion of four years.
- Certified/Exceptional hires: up to \$15,000 based on years of experience, paid in three installments (2 after hire), and a graduated repayment plan if the employee leaves employment prior to completion of three years.

When the City last established the lateral hire bonus program, the Guild waived their demand to bargain any of the terms of the hiring bonus programs, including any impacts for these new hires once they became employees. If the Guild requests to bargain over this issue, or if the Guild intends to waive bargaining over the issue again, as it did with the last lateral new hire bonus programs that the City implemented, please let me know as soon as possible, preferably by no later than October 2, 2024.

This proposal will require Council approval. The procedural issues with seeking approval and the known staffing issues that are causing strain and challenges to the bargaining unit have heightened the need for urgency in approval of this program. Therefore, the City would like to have this program rolled out as soon as possible to capitalize on the interest of possible candidates and to help alleviate the staffing issues. As such, the City intends to submit this proposal to Council on October 8, 2024.

If you have any questions, please contact me at 425-452-7936 or at mcsmith@bellevuewa.gov. I look forward to hearing from you soon.

Best Regards,

Matt Smith
Assistant Director HR

Cc: Nancy Corado, Labor Relations Manager