

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a labor agreement between the City of Bellevue and the Bellevue Police Officers' Guild, representing Police Officers, Corporals, and Sergeants, for a four-year contract period starting January 1, 2022, and expiring December 31, 2025. The executed agreement shall be substantially in the form of the agreement in the Council Library.

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 four-year labor agreement between the City of Bellevue and the Bellevue Police Officers' Guild, representing Police Officers, Corporals, and Sergeants.

RECOMMENDATION

Move to adopt Resolution No.10289

BACKGROUND/ANALYSIS

The Bellevue Police Officers' Guild (Union) currently represents approximately 164 employees in the ranks of police officer, corporal, and sergeant.

The City and the Union reached a tentative agreement in early July, and that agreement was ratified by the employees on July 30, 2023. The ratified tentative agreement is now subject to Council approval.

Key Terms of Agreement

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

- 2022: Effective January 1, an 8 percent increase.
- 2023: Effective January 1, an 8 percent increase. Bargaining unit employees actively employed on payroll as of the date of union ratification of the agreement will receive a one-time lump sum signing bonus payment of \$2,500.
- 2024: Effective January 1, an increase equal to 100 percent of CPI-W with a minimum increase of 1.0 percent and maximum increase of 4 percent, plus an additional 1.0 percent (i.e. 2 to 5 percent).
- 2025: Effective January 1, an increase equal to 100 percent of CPI-W with a minimum increase of 1.0 percent and maximum increase of 4 percent, plus an additional 1.0 percent (i.e. 2 to 5 percent).

Other Changes:

- Expand the police take home car program. During implementation phase, provide \$350 per month to employees who do not have access to a take-home car.
- Discontinue Good to Go! Stipend.

- Incorporate the 1040 work schedule into the agreement.
- Increase the number of paid holidays to reflect the addition of Juneteenth.
- Provide On-Call Pay for employees who are required to be on-call.
- Include second and third shift Traffic Unit Officers as eligible for Patrol Incentive Pay.
- Change the longevity and education premium pay to be a percentage of top step of employee's rank.
- Add premium pays for Community Crisis Assistance Team (CCAT), Major Crimes Detective, and Sexual Assault Unit Detective

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 participated in LEOFF 2.

Fiscal Impact

Assuming current staffing and distribution, the agreement reached with the Union will result in an increased cost to the City of approximately \$10.4 million dollars in addition to what has already been budgeted over the term of the four-year contract (January 1, 2022 – December 31, 2025), including the wage adjustments and other changes. Sufficient funds are available within the 2023-2024 budget to fund the contract costs. Costs for 2025 will be included in the development of the 2025-2026 budget.

OPTIONS

1. Adopt the Resolution authorizing execution of a labor agreement between the City of Bellevue and the Bellevue Police Officers' Guild, representing Police Officers, Corporals, and Sergeants, for a four-year contract period starting January 1, 2022, and expiring December 31, 2025. The executed agreement shall be substantially in the form of the agreement in the Council Library.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS

Proposed Resolution No. 10289

AVAILABLE IN COUNCIL LIBRARY

2022-2025 labor agreement between the City of Bellevue and the Bellevue Police Officers' Guild, representing Police Officers, Corporals, and Sergeants