

## CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a labor agreement between the City of Bellevue and the Bellevue Police Management Association, representing Captains and Majors, for a three-year contract period starting January 1, 2022, and expiring December 31, 2024.

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*Human Resources*

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*Police Department*

## EXECUTIVE SUMMARY

This Resolution authorizes execution of a three-year labor agreement between the City of Bellevue and the Bellevue Police Management Association, representing Captains and Majors, for a contract period starting January 1, 2022, and expiring December 31, 2024.

## RECOMMENDATION

Move to adopt Resolution No. 10236

## BACKGROUND/ANALYSIS

The Bellevue Police Management Association (the Union) currently represents nine employees – six Captains and three Majors.

The City and Union reached a tentative agreement on January 26, 2023, and that agreement was ratified by the employees on February 28, 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:

- 2022: Effective January 1, 2022, a 7.8 percent increase for Majors, and an 8.3 percent increase for Captains. In addition, a one-time lump sum payment of \$5,000 to each of the three Majors.
- 2023: Effective January 1, 2023, a 9.5 percent increase, which is equal to 100 percent of the CPI-W.
- 2024: Effective January 1, 2024, an increase equal to 100 percent of CPI-W with a minimum increase of 1.0 percent and maximum increase of 4.0 percent, plus an additional 1.0 percent increase.
- To address pay compression issues from the rank of Sergeant to Captains and Majors, the following agreements were reached:
  - Replace the current longevity and education premiums schedule with the longevity schedule from the current Bellevue Police Officers' Guild (BPOG) agreement, with a flat education premium for a bachelor's degree.

- Reopen wages in Appendix A of the proposed contract for renegotiation should the pay differential between Sergeant and Captain fall below 10 percent.
- Count prior years of commissioned law enforcement experience with other jurisdictions toward the determination of vacation accrual rate for lateral hires and existing employees, as it is calculated under the current BPOG agreement.

#### Other Changes:

- Increase the number of paid holidays to reflect the addition of Juneteenth.
- Provide an additional half-time of pay for hours worked on the Fourth of July or Christmas.
- Increase the allowable number of vacation hours employees may elect to sell back from 112 to 120 hour per year.
- Update general managerial leave to allow the department head, at their discretion, to grant up to ten additional hours per calendar year. Managerial leave does not carry over year-to-year and has no cash-out value.
- Pay Captains working extra-duty performing City-approved flagging work one-and-one-half times their regular rate of pay, rather than at the Sergeants' top step rate.
- Increase accrual balance of critical incident leave from 25 to 30 hours.

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 \$234,000 in addition to what has already been budgeted over the term of the three-year contract (January 1, 2022 – December 31, 2024), including the wage adjustments and other changes. Sufficient funds are available within the 2023-2024 budget to fund the contract costs.

## **OPTIONS**

1. Adopt the Resolution authorizing execution of a labor agreement between the City of Bellevue and the Bellevue Police Management Association, representing Captains and Majors, for a three-year contract period starting January 1, 2022, and expiring December 31, 2024.
2. Do not adopt the Resolution and provide alternative direction to staff.

## **ATTACHMENTS**

Proposed Resolution No. 10236

## **AVAILABLE IN COUNCIL LIBRARY**

2022-2024 labor agreement between the City of Bellevue and the Bellevue Police Management Association, representing Captains and Majors