

August 3, 2015

CITY COUNCIL AGENDA MEMORANDUM

SUBJECT

Resolution No. 8961 authorizing execution of a successor labor agreement by and between the City and the Bellevue Police Management Association (Union) for the contract period January 1, 2015 through March 31, 2018.

FISCAL IMPACT

The agreement reached with the Union will result in a net cost increase to the City of approximately \$372,553 over the term of the contract (January 1, 2015 - March 31, 2018).

Sufficient funds are available within the 2015 budget to fully fund the 2015 contract costs; estimated cost of living adjustments for 2016 are included in the 2015-2016 budget; and the increase cost of salaries in 2016 due to the market adjustment will be included in the 2016 mid-biannual budget adjustment. The costs in 2017-2018 will be included in the 2017-2018 budget proposals.

The 2016-2018 estimated COLA is based on the early forecast prepared by the Budget Office for the 2015-2016 and 2017-2018 budget development.

RCW 41.50.152 requires disclosure of “excess compensation” employer costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future retirement billings because this requirement applies to PERS 1 employees only, and the individuals affected by this agreement participate in LEOFF 2.

STAFF CONTACT

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Human Resources Department

POLICY CONSIDERATION

Shall the City enter into a successor labor agreement with the Bellevue Police Management Association for the contract period January 1, 2015 – March 31, 2018?

BACKGROUND

The Union represents 11 positions, and .8% of the workforce.

Negotiations for the successor labor agreement began on November 24, 2014. The City and Union met five times in negotiations and were able to reach a tentative agreement on June 25, 2015, which was ratified by the Union the week of July 6, 2015. The tentative agreement is subject to Council approval.

Key Package Elements

The contract term is term is January 1, 2015 through March 31, 2018.

Wages:

- 2015: 100% CPI-W, June (2.2%) plus 1.5% general wage adjustment
- 2016: 100% CPI-W, June (1.1%)
- 2017: 100% CPI-W, June
- 2018: 100% CPI-W, June

Other Changes:

- Definitions to Align with City Code (ACA changes):
The employment status definitions were amended to align with the federal definitions of “full-time” employee as adopted by Ordinance No. 6153 amending the Human Resources Code to align with the Federal Patient Protection and Affordable Care Act.
- Medical, Dental, and Vision Insurance:
Beginning January 1, 2016: Union agrees the medical plans, plan designs, calculation of premiums for medical plans, and employee premium sharing amounts for the medical plans for bargaining unit members shall be the same as members of the Bellevue Police Officers Guild.
- Flexible Spending Arrangement (FSA):
Union agrees that should employee pre-tax medical contributions to the Flexible Spending Plan count toward the excise tax threshold it will no longer be offered after December 31, 2017. (No employer contributions are made to an FSA.)
- Administrative leave provided annually increased from three days to 40 hours, in further recognition of comparable agencies provisions.
- Clothing allowance for Command Staff increased from \$200 to \$250 every six months.
- Memorandum of Understanding effective through December 31, 2018 for special recognition award language based on criteria similar to the Human Resources Policies and Procedures Manual.
- Union agrees through a Letter of Understanding that the City’s practice of requiring hour-for-hour accounting of FMLA and paid leave utilization for partial day absences will be deducted from the employee’s leave bank (sick, vacation, etc.) unless with prior permission of supervisor time flexed within the day or work week.
- Non-economic agreements on a variety of issues brought forward by both the City and the Union.
- Union agrees to withdraw its demand to bargain the cell phone policy and agrees to the existing mobile device policy MOU in exchange for one-time payment of the rate difference (\$10/mo).

EFFECTIVE DATE

If approved, this Resolution becomes effective immediately upon Council adoption.

OPTIONS

1. Adopt the Resolution authorizing execution of a successor labor agreement by and between the City and the Bellevue Police Management Association for the contract period January 1, 2015 through March 31, 2018.

2. Do not adopt the Resolution and provide alternative direction to staff.

RECOMMENDATION

Option 1.

MOTION

Move to approve Resolution No. 8961 authorizing execution of a successor labor agreement by and between the City and the Bellevue Police Management Association (Union) for the contract period January 1, 2015 through March 31, 2018.

ATTACHMENTS

Proposed Resolution No. 8961

AVAILABLE IN COUNCIL DOCUMENT LIBRARY

Labor Agreement substantially in the form of what will be the final agreement.
Letter of Understanding substantially in the form of what will be the final letter.