

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of a Memorandum of Understanding by and between the City and the Bellevue Police Officers Guild (BPOG) temporarily modifying terms of the 2015-2017 BPOG Collective Bargaining Agreement

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EXECUTIVE SUMMARY

This Resolution temporarily modifies the terms of the BPOG collective bargaining agreement which is required for the Police Department, with mutual agreement by the BPOG, to implement what will be referred to as the 1040 Patrol Schedule for a trial period during 2019.

RECOMMENDATION

Move to adopt Resolution No. 9495.

If approved, effective date: 11/19/2018

BACKGROUND/ANALYSIS

Currently, patrol officers are assigned to work a squad schedule consisting of 10-hour shifts for four consecutive days (e.g. Friday, Saturday, Sunday, and Monday). There are eight squads each week consisting of four 10-hour shifts. The current schedule configuration is four work days in a row with three days off.

On this proposed schedule, Officers, Corporals, and Sergeants assigned to the eight Patrol squads will work 10-hour 40-minute shifts on a 28-day cycle that repeats throughout the year. Three separate rotations make up the 28-consecutive day cycle: 5 days on/4 days off, 5 days on/4 days off, followed by 5 days on/5 days off.

Currently two patrol squads work every weekend or at least part of every weekend year-round, overlapping on Saturdays. The 1040 Patrol Schedule ensures that all patrol officers will be assigned two weekends on and two weekends off each month, resulting in a more equitable distribution between the junior and senior officers working weekends. Additionally, this may be another tool for recruitment as it may appeal to future potential applicants as shift assignments are typically based on seniority.

The 1040 Patrol Schedule may help lessen commuting stress. The 1040 Patrol Schedule condenses to 15 days, the number of hours currently worked in a 16-day schedule. This equates to one less commuting day each 28-day cycle for each of the 80 positions affected by this schedule change.

The 1040 Patrol Schedule provides shift overlap on Friday. This allows the Department to consistently schedule and provide mandatory training on Fridays. This will ensure officers receive all mandatory training required by the Department without having to incur overtime by restricting leave time off on these days.

Another expected benefit is the department anticipates that patrol staff may be more receptive to working overtime for necessary traffic control responsibilities for City projects (i.e. CIP projects, etc.), and voluntarily filling required shift vacancies, thus reducing the need to hold on-duty officers beyond their scheduled shift. As this schedule provides at least four consecutive days off, an officer who voluntarily works an additional shift would still have at least three days off.

The Memorandum of Understanding (MOU) covers the particulars of the 1040 Patrol Schedule, vacation leave scheduling, shift starting and ending times, training days, temporary modifications to the Collective Bargaining Agreement, the effect of subsequent negotiations, and setting a fixed 12-month trial starting January 6, 2019, with the option to extend through the next bid year with mutual agreement.

The city is currently in negotiations for a successor collective bargaining agreement. This proposed MOU would be executed earlier in order for officers to timely submit their shift bids for 2019.

POLICY & FISCAL IMPACTS

The 1040 Patrol Schedule is still based on the same number of regular annual work hours.

The changes associated with implementing this MOU are not anticipated to have a material fiscal impact.

OPTIONS

1. Adopt the Resolution authorizing execution of a Memorandum of Understanding by and between the City and the Bellevue Police Officers Guild (BPOG) temporarily modifying terms of the 2015-2017 BPOG Collective Bargaining Agreement
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

- A. Proposed Resolution No. 9495

AVAILABLE IN COUNCIL LIBRARY

Memorandum of Understanding substantially in the form of the MOU