

June 5, 2017

CITY COUNCIL AGENDA MEMORANDUM

SUBJECT

Resolution authorizing execution of a Memorandum of Understanding (MOU) by and between the City and the Bellevue Police Officers Guild (BPOG) for application of Section 12.D of the 2015-2017 BPOG Collective Bargaining Agreement to the Patrol Downtown Unit.

FISCAL IMPACT

This MOU provides Patrol Incentive Pay between 1 percent and 3 percent to those assigned to the downtown patrol unit.

The estimated cost increase to the City is \$16,000 in 2017 and \$16,000 in 2018. The actual impact could be less if current vacancies in the Downtown Unit remain unfilled for an appreciable amount of time. The estimated cost includes a lump sum payment total of \$6,030 to the sergeant, corporal, and three officers in consideration of each of them foregoing a patrol shift bid position for the 2017 shift bid. There are sufficient funds available in the 2017-2018 General Fund Adopted Budget.

STAFF CONTACTS

Patrick Arpin, Assistant Chief, 452-4333

Police Department

Julie Howe, Acting Director, 452-2069

Human Resources

POLICY CONSIDERATION

Shall the City enter into an MOU with the Bellevue Police Officers Guild for application of Section 12.D of the 2015-2017 BPOG collective bargaining agreement to the Patrol Downtown Unit?

BACKGROUND

On October 17, 2016, the City of Bellevue ratified a successor collective bargaining agreement (CBA) between the City and Bellevue Police Officers Guild (BPOG) for the contract period of January 1, 2015 through December 31, 2017.

Section 12.D of the CBA provides for a “Patrol Incentive Pay” ranging from 1 percent-3 percent for officers who are at the top step of the pay range, and for all corporals, and sergeants who are assigned to patrol squads working second, third and fourth shifts. This pay is intended to be an incentive to balance the experience levels of the officers on these patrol shifts. More experienced officers with priority bid numbers typically bid for the competitive day-shift hours, resulting in third and fourth shifts staffed with less experienced officers.

SHIFT	PATROL INCENTIVE PERCENTAGE
Fourth Shift – A & B	3%
Third Shift – A & B	2%
Second Shift – A & B	1%

The Downtown Unit, comprised of Patrol staff, was not fully staffed during negotiations of the collective bargaining agreement. Police Department management alerted the BPOG regarding plans to begin to staff this unit in 2017. The BPOG and Police Management began discussion of the re-staffing of this unit and potential application of incentive pay provisions in Section 12.D of the CBA. When fully staffed, this Unit is comprised of a Sergeant, Corporal, and five Patrol Officers. Management would like to incentivize more experienced staff to bid into this Unit and match the incentive pay for those shifts in Section 12.D of the CBA. The Downtown Unit Officers and Corporal work primarily third shift hours (1630-0230 hours). Several senior staff forewent bidding on a patrol shift bid slot for 2017, understanding that the parties were in discussion over the application of Section 12.D of the CBA to this Unit.

This MOU will be an agreement between the City and BPOG that bargaining unit members of the rank of Officer (at top step of the range) and the Corporal assigned to the Downtown Unit who meet all assigned shift requirements shall be eligible for Patrol Incentive Pay per Section 12.D of the collective bargaining agreement.

The Sergeant in charge of the Bicycle Unit and the Downtown Unit shall receive either 1) Bicycle Unit Premium pay, if qualified, or 2) the Patrol Incentive Pay (third shift incentive would be paid, as the Sergeant's job description includes flexibility of schedule based upon duties for the day). The parties agree that for purposes of the Sergeant in charge of the Bicycle Unit and the Downtown Unit only, the language in 12.F of the CBA that provides "Patrol incentive pay shall not be considered a premium for purposes of non-pyramiding and can be received in addition to one premium pay" shall not apply.

The MOU will become effective June 1, 2017.

EFFECTIVE DATE

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

OPTIONS

1. Adopt the Resolution authorizing execution of a Memorandum of Understanding (MOU) by and between the City and the Bellevue Police Officers Guild (BPOG) for application of Section 12.D of the 2015-2017 BPOG Collective Bargaining Agreement to the Patrol Downtown Unit.
2. Do not adopt the Resolution and provide alternative direction to staff.

RECOMMENDATION

Option 1

MOTION

Move to adopt Resolution No. 9275, authorizing execution of a Memorandum of Understanding (MOU) by and between the City and the Bellevue Police Officers Guild (BPOG) for application of Section 12.D of the 2015-2017 BPOG Collective Bargaining Agreement to the Patrol Downtown Unit.

ATTACHMENTS

Proposed Resolution No. 9275

AVAILABLE IN COUNCIL DOCUMENT LIBRARY

Memorandum of Understanding