

December 11, 2017

CITY COUNCIL AGENDA MEMORANDUM

SUBJECT

Resolution authorizing execution of 1) a successor labor agreement by and between the City and Bellevue Police Support Guild (Union) for the contract period January 1, 2017 through December 31, 2019 and 2) a memorandum of understanding (MOU) regarding retroactivity.

FISCAL IMPACT

The agreement reached with the Union will result in a net cost increase to the City of approximately \$376,026 over the term of the contract (January 1, 2017 – December 31, 2019). The approximate increase includes the amount attributable to the MOU regarding retroactivity and projection by the Budget Office for the 2019 COLA.

Sufficient funds are available within the 2017-2018 budget to fully fund the 2017-18 contract costs; cost of living adjustments for 2018 are included in the 2017-2018 budget. The costs in 2019 will be included in the 2019 budget proposals.

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 DRS retirement billings because this requirement applies to PERS Plan 1 members’ only, and the individuals affected by the agreement do not participate in PERS 1.

STAFF CONTACTS

Joy St Germain, Director, 452-4581
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Human Resources

POLICY CONSIDERATION

Shall the City enter into a successor labor agreement with the Bellevue Police Support Guild for the contract period January 1, 2017 through December 31, 2019 and MOU regarding retroactivity?

BACKGROUND

The Union represents 32 positions, and approximately 2.3 percent of the workforce.

Negotiations for a successor labor agreement began on August 16, 2016. The City and Guild met approximately 15 times in negotiations and reached a tentative agreement on October 18, 2017, which was ratified by the Union on November 28, 2017. The tentative agreement is subject to Council approval.

There was a break in negotiations as both the City and the Union had a change of personnel and needed to find replacements for their chief spokesperson. Sofia Mabee (from Summit Law) was contracted to serve as the Chief spokesperson for the City in these negotiations.

Key Package Elements

The 3-year contract term is January 1, 2017 through December 31, 2019.

Wages

- 2017: 90% CPI-W, June (1.8%)
- 2018: 90% CPI-W, June (2.7%)
- 2019: 90% CPI-W, June (TBD)

Wage/Market Adjustment (2017):

- 1.8% Data Quality Control Specialist (4), Police Support Specialist (9), Lead Data Quality Control Specialist (1) classifications.
- 3.0% Property Evidence Technician (2) classification.
- 5.0% Police Support Senior Accounting Associate (1)

Market data indicated these classifications fell slightly out of market range, resulting in the City negotiated economic increases for these specific classifications.

Premium Pay

A premium pay of 2 percent of base wages has been established for the employee who is assigned as the assistant to CALEA, or is assigned to process and complete public records requests as their primary job responsibility.

Trainer Pay

Increase trainer pay from the rate \$1.27 per hour set back in 1995 to \$1.75 per hour.

Other Changes

Medical, Dental, and Vision Insurance: Negotiated contract language consistent with other bargaining units to avoid the City's liability of paying the ACA Excise Tax.

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, 2019. (No employer contributions are made to an FSA.)

Non-economic agreements on a variety of issues brought forward by both the City and the Union, including bargaining of most recent HRPPM version.

Non-economic agreements on a variety of issues brought forward by both the City and the Union.

MOU

Due to the timing of one bargaining unit member's employment separation, the parties entered into an MOU allowing retroactivity on a one-time non-precedent setting basis.

EFFECTIVE DATE

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

OPTIONS

1. Adopt the Resolution authorizing execution of 1) a successor labor agreement by and between the City and Bellevue Police Support Guild (Union) for the contract period January 1, 2017 through December 31, 2019 and 2) a memorandum of understanding (MOU) regarding retroactivity.
2. Do not adopt the Resolution and provide alternative direction to staff.

RECOMMENDATION

Option 1

MOTION

Move to approve Resolution No. 9349 authorizing execution of 1) a successor labor agreement by and between the City and Bellevue Police Support Guild (Union) for the contract period January 1, 2017 through December 31, 2019 and 2) a memorandum of understanding (MOU) regarding retroactivity.

ATTACHMENTS

Proposed Resolution No. 9349

AVAILABLE IN COUNCIL DOCUMENT LIBRARY

- A. Labor Agreement
- B. Memorandum of Understanding