

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of: 1) a successor labor agreement by and between the City and the Bellevue Police Management Association (Union) representing Police Captains and Majors for the contract period April 1, 2018, through December 31, 2021; and 2) a memorandum of understanding (MOU) regarding removal of the rank of Police Major from Civil Service.

Steve Mylett, Chief of Police, 452-4334
Police Department

Joy St. German, Director, 452-4581
Matt C. Smith, Labor and Compensation Manager, 452-7936
Human Resources

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a three-year and nine-month collective bargaining successor agreement between the City and the Bellevue Police Management Association (BPMA) for the contract period April 1, 2018, through December 31, 2021, and execution of a MOU between the parties.

RECOMMENDATION

Move to adopt Resolution No. 9518.

If approved, effective date: 01/07/2019

BACKGROUND/ANALYSIS

The Union represents approximately 11 positions; approximately 0.8 percent of the City's workforce.

Formal negotiations regarding removal of the rank of Police Major from Civil Service began in spring of 2018 and the first official bargaining session for this successor agreement occurred on September 24. The parties reached a tentative agreement on both issues on November 29. The Union ratified the tentative agreements in the form of a collective bargaining agreement and MOU on December 17. The tentative agreements are subject to Council approval

Key Package Elements

Base Wages: The parties kept the status quo variable wage increases determined by 100 percent of the CPI-W and agreed to market adjustments the first and second year of the contract:

- 2018: 1.5 percent (effective April 1, 2018)
- 2019: 4.6 percent (100 percent CPI-W + 1 percent)
- 2020: 100 percent CPI-W
- 2021: 100 percent CPI-W

Other Changes

- Beginning in 2020, new employees will have the option to enroll in either the Premera Choice

health plan or the health plan offered by Kaiser Permanente (HMO), but not the Premera Core health plan.

- New critical incident leave will be earned when officers are called back to work outside of regular work hours to provide on-scene command and control responsibilities.
- Increased managerial leave by 10 hours and allowed an additional 16 hours of vacation sell back in recognition of the potential impacts of the removal of Police Major rank from the classified civil service.
- Language modifications pursuant to the United States Supreme Court's holding in *Janus*.
- Modification to the Grievance Procedure.
- Other clarifications and non-economic agreements on a variety of issues brought forward by both the City and the Union.

POLICY & FISCAL IMPACTS

The agreement reached with the Union will result in a net cost to the City of approximately \$657,000 over the term of the contract (April 1, 2018 – December 31, 2021).

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 retirement billings because this requirement applies to Public Employees' Retirement System Plan 1 (PERS 1) employees only and the individuals covered by this agreement participate in Law Enforcement Officers' and Fire Fighters' (LEOFF 2) Retirement System.

OPTIONS

1. Adopt the Resolution authorizing execution of: 1) a successor labor agreement by and between the City and the Bellevue Police Management Association (Union) representing Police Captains and Majors for the contract period April 1, 2018, through December 31, 2021; and 2) a memorandum of understanding (MOU) regarding removal of the rank of Police Major from Civil Service.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

Proposed Resolution No. 9518

AVAILABLE IN COUNCIL LIBRARY

BPMA 2018-2021 successor labor agreement substantially in the form of the final agreement
MOU BPMA Removal of Major from Civil Service