

**CITY COUNCIL REGULAR SESSION**

Resolution authorizing execution of a successor labor agreement by and between the City and Bellevue Police Support Guild (Union) for the contract period January 1, 2020 - December 31, 2022.

Joy St. Germain, Director, 452-4581

Matt C. Smith, Manager, 452-7936

*Human Resources*

**EXECUTIVE SUMMARY**

This Resolution authorizes the execution of a three-year collective bargaining agreement (CBA) between the City and the Union representing Police Support employees for the contract period January 1, 2020 - December 31, 2022.

**RECOMMENDATION**

Move to adopt Resolution No. 9722.

**BACKGROUND/ANALYSIS**

The Union represent 27 employees (as of December 31, 2019) working in the positions of Crime Prevention Coordinators, Data Quality Specialists, Support Specialists, Crime Analysts, Data Analysts, Forensic Technicians, Personnel Support Specialists, Evidence Technicians, Administration Assistants, Information Technology Specialists, Support Officers, Sr. Accounting Associates, and various Lead positions.

The City and the Union reached a tentative agreement on December 17, 2019, and that agreement was ratified by the employees on January 16, 2020. The ratified tentative agreement is now subject to Council approval.

**Key Terms of Successor CBA**

Base Wages: The parties bargained a three-year contract with the following wage adjustments:

- 2020: 3 Percent
- 2021: 3 Percent
- 2022: 2.75 Percent
- A one-time market adjustment for the classifications of Support Specialists and Information Technology Specialist of three percent, effective January 1, 2020.

Other Significant Changes:

- Elimination of the classification of Data Quality Specialists, incumbents will become Support Specialists.
- Creation or codification of several new classifications: Records Disclosure Specialist, Court Liaison, and Crime Prevention Coordinator.
- Addition of vacation callback pay.
- Changes in union membership and dues deduction pursuant to *Janus* decision.
- Changes in vacancy and promotion language due to inclusion of unit into Civil Service.

- Addition of super holidays for Police Support Officers that mirrors that of Police Officers.
- Changes in sick leave pursuant to I-1433 and addition of Washington State Paid Family and Medical Leave.
- Concession by the Unit to allow for the use of partially-benefited employees to perform bargaining unit work subject to certain limitations.

#### Health & Welfare Insurance:

- Elimination of eligibility to enroll in the Core Plan for new hires in 2021.
- Elimination of the medical waiver rebate.
- Elimination of the dental waiver rebate.
- Agreement by the Union to defer to the City's definition of domestic partner for benefit eligibility.

Other clarifications and agreements on a variety of issues brought forward by both the City and the Union.

## **POLICY & FISCAL IMPACTS**

### **Policy Impact**

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 Public Employees' Retirement System Plan 2 (PERS 2), Public Employees' Retirement System Plan 3 (PERS 3), and Public Safety Employees' Retirement System Plan 2 (PSERS 2).

### **Fiscal Impact**

The agreement reached with the Union will result in a cost to the City of approximately \$531,000 over the term of the three-year contract (January 1, 2020 – December 31, 2022), including the wage adjustments and other changes. Sufficient funds are available within the 2020 budget to fund the 2020 contract costs; and costs for 2021 and 2022 will be included in the development of the 2021-2022 budget.

## **OPTIONS**

1. Adopt the Resolution authorizing execution of a successor labor agreement by and between the City and Bellevue Police Support Guild (Union) for the contract period January 1, 2020 - December 31, 2022.
2. Do not adopt the Resolution and provide alternative direction to staff.

## **ATTACHMENTS & AVAILABLE DOCUMENTS**

Proposed Resolution No. 9722

## **AVAILABLE IN COUNCIL LIBRARY**

2020-2022 successor labor agreement substantially in the form of the final agreement