

CITY COUNCIL REGULAR SESSION

Resolution authorizing execution of (1) a successor Collective Bargaining Agreement by and between the City and the Bellevue Police Officers Guild representing Police Officers, Corporals, and Sergeants (Union), for a one year contract period from January 1, 2021, until December 31, 2021; and (2) a Memorandum of Understanding (MOU) between the parties renewing the current patrol schedule (the “1040”) for two years.

Joy St. Germain, Director, 452-4581
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Human Resources

EXECUTIVE SUMMARY

This Resolution authorizes the execution of a one-year collective bargaining agreement (CBA) between the City and the Union representing Police Officers, Corporals, and Sergeants of the Police Department for the contract period January 1, 2021, thru December 31, 2021, as well as an MOU between the parties agreeing to renew the current patrol schedule for two years.

RECOMMENDATION

Move to adopt Resolution No. 9839

BACKGROUND/ANALYSIS

The Union represents 161 employees (as of September 30) working in the classifications of Police Officer, Police Corporal, and Police Sergeant that constitutes about 12.5 percent of the City’s workforce.

Key Terms of Successor CBA

The City and the Union reached a tentative agreement for a one-year contract extension on September 18, and that agreement was ratified by the employees on October 24. The union-ratified tentative agreement is now subject to Council approval.

Base Wages: The parties bargained a one-year contract with the following wage increase:

- 2021: 100 percent of the CPI-W Seattle-Tacoma-Bellevue June (1 percent)

Health & Welfare Insurance:

- Elimination of both medical and dental waiver rebates in 2021.
- Agreement by the Union to defer to the City’s definition of domestic partner for benefit eligibility.
- Elimination of references to the “Cadillac Tax” that was eliminated by law in 2020.

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

Key Terms of Successor MOU

Extension of the current patrol schedule agreement between the parties for two bid years.

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 employees covered by this agreement participate in Law Enforcement Officers' and Fire Fighters' Plan 2 (LEOFF 2).

Fiscal Impact

The agreement to increase wages by one percent, along with the increase to all contractual and variable benefits that are paid as a percentage of wages, will increase estimated costs to the City by approximately \$205,000 over the term of the one-year contract (January 1, 2021 – December 31, 2021). Sufficient funds are available within the 2021 budget to fund the contract costs.

OPTIONS

1. Adopt the Resolution authorizing execution of (1) a successor Collective Bargaining Agreement by and between the City and the Bellevue Police Officers Guild representing Police Officers, Corporals, and Sergeants (Union), for a one year contract period from January 1, 2021, until December 31, 2021; and (2) a Memorandum of Understanding (MOU) between the parties renewing the current patrol schedule (the “1040”) for two years.
2. Do not adopt the Resolution and provide alternative direction to staff.

ATTACHMENTS & AVAILABLE DOCUMENTS

Proposed Resolution No. 9839

AVAILABLE IN COUNCIL LIBRARY

2021 successor Collective Bargaining Agreement in substantial form of the final agreement and Memorandum of Understanding substantially in the form of the final agreements