



## City Council

### Approval of a Labor Contract between the City of Olympia and the Olympia Police Guild

**Agenda Date:** 1/12/2021  
**Agenda Item Number:** 4.E  
**File Number:**21-0019

---

**Type:** contract **Version:** 1 **Status:** Passed

---

**Title**

Approval of a Labor Contract between the City of Olympia and the Olympia Police Guild

**Recommended Action**

**Committee Recommendation:**

Not referred to a committee.

**City Manager Recommendation:**

Move to approve the labor agreements with the Olympia Police Guild and authorize the City Manager to execute the agreements.

**Report**

**Issue:**

Whether to approve the labor contracts between the City of Olympia and the Olympia Police Guild.

**Staff Contact:**

Linnaea Jablonski, Human Resources Director, General Government, 360.753.8309

**Presenter(s):**

None - Consent Calendar Item.

**Background and Analysis:**

The labor agreements with the Olympia Police Guild expired on December 31, 2019. The contracts cover sixty (60) Police Officers in the City's Police Department. The new agreement has been ratified by the Union and City staff is now bringing it forward for approval.

The new proposed contract for Council consideration is attached.

The contract has two-year terms that will expire on December 31, 2021. Significant changes to the contracts are in the areas of wages.

Wages

Wage increases for these contracts will be based on 90% of CPI-U with a 1% minimum and a 4% maximum wage increase. Adding 3.3% incentive pay for neighborhood policing and walking patrol

units. Increasing the incentive pay for detectives from 3.3% to 4%.

Medical/Dental/Vision Benefits

All medical/dental/vision benefits remain the same as administered through Association of Washington Cities. Life insurance coverage for members increased from \$50,000 to \$150,000

Janus

Language was added to clarify that membership to the Union is no longer a condition of employment based on the Janus vs. AFSCME ruling.

Washington Paid Family and Medical Leave (PFML)

Members will continue to pay into the new WA PFML program that is administered through the Employment Security Department.

The remainder of the contract changes is general and/or matching language clean-up items to include gender neutral language or added language based on operational or management needs.

**Neighborhood/Community Interests (if known):**

N/A

**Options:**

1. Move to approve the labor agreements with the Olympia Police Guild and authorize the City Manager to execute the agreements.
2. Do not approve the labor agreements with the Olympia as proposed and direct staff as to next steps.
3. Move to approve the labor agreements with the Olympia Police Guild as amended by Council and authorize the City Manager to execute the agreements.

**Financial Impact:**

The cost to the City for implementing this contract in 2020 is \$189,818, which is equal to what was already included in the 2020 Operating Budget. A summary of the economic agreements is attached.

**Attachments:**

Contract  
Economic Agreement Summary