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City Council

Ratification of the Police Guild Contract

Agenda Date: 10/8/2013
Agenda Item Number: 4.C
File Number: 13-0808

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

Title

Ratification of the Police Guild Contract

Recommended Action

Committee Recommendation:

Not referred to a committee.

City Manager Recommendation:

Move to approve the labor agreement with the Police Guild and authorize the City Manager to execute this agreement.

Body

Issue:

Approval of labor agreement with the Police Guild

Staff Contact:

Jay Burney, Assistant City Manager, 360.753.8740

Presenter(s):

Jay Burney, Assistant City Manager

Background and Analysis:

The current labor agreement with the Police Guild expired on December 31, 2012. The contract covers over 50 uniformed Police Officers in the City's Police Department.

The union members ratified this agreement and staff is now bringing it before Council for final approval. The three-year contract, which is attached for Council consideration, will run from January 1, 2013 through December 31, 2015.

The agreement calls for a 2.5% Cost of Living Adjustment (COLA) effective January 1, 2013. For 2014 and 2015, the COLA will be a 2% minimum/4% maximum, tied to the City's sales tax revenue.

The contract also adds three new Special Pays, with School Resource Officers receiving a 3.3% premium pay, Instructors receiving an additional 1% premium pay, and a new category of Master Officer, which pays an additional 2% premium to those officers beginning with their 27th year of service. The Master Officer pay expires at the end of the contract.

There are no proposed changes to benefits in this contract, although the Guild and Management will enter

into a Memorandum of Understanding to have continued discussions about possible benefit change options in the future.

Neighborhood/Community Interests (if known):

N/A

Options:

1. Move to approve the labor agreement with the Police Guild and authorize the City Manager to execute the agreement.
2. Do not approve the labor agreement with the Police guild and direct staff as to next steps.

Financial Impact:

The total cost to the City for implementing this agreement in 2013 is \$736,300, which includes the proposed salary increases and the cost of benefits. A summary of the economic agreements is attached. There are sufficient funds budgeted in 2013 to pay for the cost of this contract.