



## City Council

### Approval of Labor Contract with Olympia Police Sergeants Association

**Agenda Date:** 4/1/2014  
**Agenda Item Number:** 4.G  
**File Number:** 14-0303

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

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**Title**

Approval of Labor Contract with Olympia Police Sergeants Association

**Recommended Action**

**Committee Recommendation:**

Not referred to a committee.

**City Manager Recommendation:**

Move to approve the labor agreement with the Olympia Police Sergeants Association and authorize the City Manager to execute this agreement.

**Report**

**Issue:**

Approval of labor agreement with the Olympia Police Sergeants Association

**Staff Contact:**

Jay Burney, Assistant City Manager, 360.753.8740

**Presenter(s):**

N/A

**Background and Analysis:**

The labor agreement with the Olympia Police Sergeants Association (OPSA) expired on December 31, 2013. The contract covers nine Police Sergeants in the City's Police Department.

The attached agreement has been ratified by the OPSA and City staff is now bringing it forward to Council for approval.

The contract has a three-year term that will expire on December 31, 2016. The economic provisions are shown in the attached Economic Agreement Summary. The OPSA contract maintains the current contract language on pay differential, which means that for 2014 they receive the same 4% COLA provided to the Police Guild to maintain their differential. OPSA is not seeking any additional COLA for 2014.

The contract also adds two new Special Pays, with Instructors receiving an additional 1% premium pay, and a new category of Master Officer, which pays an additional 2% premium to those sergeants beginning with their 27<sup>th</sup> year of service. The Master Officer pay expires at the end of the contract.

Staff recommends approval of this labor agreement.

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

N/A

**Options:**

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

**Financial Impact:**

The total cost to the City for implementing this agreement in 2014 is \$51,750, which includes salary increases and the cost of benefits. A summary of the economic agreements is attached. There are sufficient funds budgeted in 2014 to pay for the cost of this contract.