

AGREEMENT
By and Between
CITY OF MERCER ISLAND, WASHINGTON
and
MERCER ISLAND POLICE ASSOCIATION
(SUPPORT and COMMISSIONED)

This Agreement is between the City of Mercer Island, Washington, hereinafter, referred to as the "City," and the Mercer Island Police Association, hereinafter referred to as the "Association," representing the Support Services bargaining unit and the Commissioned bargaining unit.

Background:

Whereas, the parties have previously agreed to terms regarding the retirement of the current Marine Support Officer, and the parties desire to continue the terms of that Agreement;

Agreement:

Now, therefore, the parties agree as follows:

1. Upon retirement of the current Marine Support Officer, the Marine Support Officer position shall be removed from the Support Services bargaining unit and converted into a fully commissioned Marine Patrol Officer (MPO) assignment within the Commissioned bargaining unit, subject to the following terms:
 - Selection for the MPO assignment will be made by the Police Chief from a pool of current MIPD officers, creating the need to backfill this position with a new patrol officer.
 - The MPO will be assigned to work In the Marine Patrol Unit during Quarters 2 and 3 of each year and will be assigned to Patrol during Quarters 4 and 1. However, the Chief may at their discretion extend the Marine Patrol Unit work assignment into either part or all of Quarters 4 and 1.
 - During the period of time the MPO is assigned to work in the Marine Patrol the MPO will receive a 3% increase to their basic hourly rate of pay as defined in Section 2.4 of the 2022-2024 Commissioned Collective Bargaining Agreement (CBA).
 - The MPO position will be assigned by the Chief on a rotational basis, similar to the Marine Patrol Sergeant and Detective positions. The MPO will be added to the list of assignments in Section 5.6 of the CBA.
 - The MPO may be temporarily reassigned from marine patrol duties to cover patrol shifts on an occasional basis, and vice versa.

- If temporarily reassigned from Marine Patrol duties to cover a patrol shift, the MPO will continue to receive the 3% increase in their basic hourly rate of pay. The schedule for the MPO shall be approved by mutual agreement between the employer and the Association.
2. This Agreement will remain in effect until the successor agreement to the 2022-2024 Commissioned CBA becomes effective. The terms of this Agreement regarding the MPO assignment will be incorporated into the commissioned collective bargaining agreement that succeeds the 2022-2024 Commissioned CBA.
 3. The Association and the City will meet as necessary to discuss any of the provisions in this agreement, or any other issues related to the implementation of this agreement.
 4. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this agreement.
 5. Any dispute, disagreement, or complaint concerning the interpretation or alleged violation of this MOU is subject to the grievance process stated in Article 15 of the CBA.

DATED AND SIGNED THIS _____ day of _____, 2021.

CITY OF MERCER ISLAND

MERCER ISLAND POLICE ASSOCIATION

Jessi Bon, City Manager

Scott Schroeder, Association President

Attest:

Andrea Larson, City Clerk

Approved as to Form:

Bio Park, City Attorney