



BUSINESS OF THE CITY COUNCIL CITY OF MERCER ISLAND

AB 5989
December 7, 2021
Consent Agenda

AGENDA BILL INFORMATION

TITLE: 2022-2024 MERCER ISLAND POLICE ASSOCIATION (MIPA) AGREEMENTS	AB 5989 2022-2024 Mercer Island Police Association (MIPA) Agreements	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed:
RECOMMENDED ACTION:	Authorize the City Manager to sign the Police and Police Support Collective Bargaining Agreements with the Mercer Island Police Association for the period of January 1, 2022, through December 31, 2024, in substantially the form attached hereto as Exhibit 1 and Exhibit 2. Authorize the City Manager to sign the agreement to convert the marine support officer to a fully commissioned police officer position in substantially the form attached hereto as Exhibit 3.	<input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution

DEPARTMENT:	Police
STAFF:	Ed Holmes, Police Chief Rachel Turpin, Outside Legal Counsel, Madrona Law Group
COUNCIL LIAISON:	Choose an item. Choose an item. Choose an item.
EXHIBITS:	1. Proposed 2022-2024 MIPA Collective Bargaining Agreement – Commissioned Officers 2. Proposed 2022-2024 MIPA Collective Bargaining Agreement – Support (Non-Commissioned) 3. Proposed Agreement between City and MIPA RE: Marine Support Position
CITY COUNCIL PRIORITY:	Choose an item.

AMOUNT OF EXPENDITURE	\$ Choose an item.
AMOUNT BUDGETED	\$ Choose an item.
APPROPRIATION REQUIRED	\$ Choose an item.

SUMMARY

Since May, the City's bargaining team has been negotiating with the Mercer Island Police Association (MIPA) to negotiate the terms of two successor collective bargaining agreements (CBAs): one for commissioned officers of the Mercer Island Police Department and another for the non-commissioned support staff who handle records, evidence, patrol and marine support, and other administrative matters for the Police Department. At the same time, the bargaining teams negotiated a successor agreement with MIPA relating to

the Marine Support Position, a position that is currently in the MIPA Support (Non-Commissioned) bargaining unit, but which will be converted into a position in the MIPA Commissioned bargaining unit upon the retirement of the employment currently filling the position.

Details on the tentative agreements reached by the City's bargaining team, which focused on recruiting and retention, are provided below.

2022-2024 MIPA Collective Bargaining Agreement – Commissioned Officers

The MIPA Commissioned bargaining unit is comprised of 30 union members, including 7 sergeants, 4 corporals, and 19 officers. The cost of the prior MIPA Commissioned CBA in 2021 equaled \$3,174,202. We anticipate the costs to increase about 9.3% in 2022, to about \$3,470,370. It is not possible to accurately estimate beyond 2022, as CPI information is not yet available.

Salaries:

2022: CPI-W First Half + 1%

2023: CPI-W First Half + 0.5%

2024: CPI-W First Half

Sergeant wage differential: increase from 15% to 18%

Lead detective/corporal wage differential: increase from 7.5% to 8%

Special Operations Lead premium pay: increase from \$500 per year to 1.0%

Dive Team Lead premium pay: increase from \$500 per year to 1.0%

Range Master Premium pay: establish at 1.0%

Education:

All bargaining until members will now be eligible for education incentives in the amount of 2% of their base wages for an AA degree and 5% for a BA degree. This replaces the current flat-rate incentive program.

Wellness Incentive:

The City's current Wellness Incentive is legally problematic and needs to be disbanded. MIPA has agreed to remove the program from the contract and instead replace it with a voluntary physical fitness incentive program, under which employees are eligible to take a physical fitness test annually, and if they pass they receive a 2% increase to their base wage for the following year.

Sick Leave Cash-Out:

33% at LEOFF Plan 2 Retirement, up to 1040 hours, \$15,000 max (with CPI escalator each year after)

Foreign Language Incentive Pay:

If a member is able to pass a City-approved test showing fluency in an identified language, the member will receive an increase to their base wages in the amount of 1%. Testing will be completed every three years to ensure language skills are maintained.

Emergency Manager Position:

In consideration of the City's other concessions, MIPA agreed to removal of the Emergency Manager position from the bargaining unit upon retirement of the employee currently assigned to that position.

Proposed 2022-2024 MIPA Collective Bargaining Agreement – Support (Non-Commissioned)

MIPA's Support Services bargaining unit consists of the non-commissioned (civilian) members of the Mercer Island Police Department ("MIPD"), which include the following positions: Lead Records Specialist; Records Specialist; ½ time Records Specialist / ½ time Evidence Technician; Police Support Officer; and Marine Support Officer. The Marine and Police Support Officers each have limited commissions to issue certain civil infractions. The other positions handle important administrative functions, including handling and tracking evidence, ensuring compliance with laws relating to use of state and federal law enforcement databases, managing the Department's records as required by law, and acting as the Public Records Officer for the MIPD.

While this is a separate bargaining unit from the MIPA Commissioned Officers bargaining unit, the units are both represented by the Association and their contracts are companion agreements that historically have included many of the same provisions. The cost of the prior MIPA Commissioned CBA in 2021 equaled \$428,496. We anticipate the costs to increase about 6.9% in 2022, to about \$458,008. It is not possible to accurately estimate beyond 2022, as CPI information is not yet available.

Salaries:

2022: CPI-W First Half + 1%

2023: CPI-W First Half + 0.5%

2024: CPI-W First Half

The Lead Records Specialist position has been upgraded to a Records Supervisor position to more accurately reflect the work being performed. Salary schedule adopted for new Records Supervisor position, based on comparables for positions with similar duties will result in employee making \$34.48 per hour.

Education:

All bargaining unit members will now be eligible for education incentives in the amount of 2% of their base wages for an AA degree and 5% for a BA degree. This replaces the current flat-rate incentive program currently offered to two of the five members.

Wellness Incentive:

The City's current Wellness Incentive is legally problematic and needs to be disbanded. MIPA has agreed to remove the program from the MIPA Support (Non-Commissioned) contract as well, provided the City allow the Police Support Officer and Marine Support Officer to participate in voluntary physical fitness incentive program under the Commissioned CBA. Eligible employees may take a physical fitness test annually, and if they pass it they receive a 2% increase to their base wage for the following year.

Early Retirement Worksheet:

Qualifying bargaining unit members who retire during the 3-year term of this CBA will be entitled to this current benefit program, but then the program will be terminated and not included in the successor CBA.

Proposed Agreement by and between City and MIPA (Support and Commissioned) Regarding Marine Support

The City and MIPA previously agreed that upon retirement of the employee currently assigned as the Marine Support, that position would be removed from MIPA's Support Services bargaining unit and converted into a fully commissioned position in MIPA's Commissioned bargaining unit. The terms of this arrangement had already been negotiated in a separate Memorandum of Understanding (MOU), however the current

employee assigned as the Marine Support Officer delayed his original retirement date, so the parties wish to extend this agreement, again as a separate agreement.

RECOMMENDED ACTION

Staff recommends the City Council:

1. Authorize the City Manager to sign the Police and Police Support Collective Bargaining Agreements with the Mercer Island Police Association for the period of January 1, 2022, through December 31, 2024, in substantially the form attached hereto as Exhibit 1 and Exhibit 2.
2. Authorize the City Manager to sign the agreement to convert the marine support officer to a fully commissioned police officer position in substantially the form attached hereto as Exhibit 3.