

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

This Agreement Extension 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.

Background:

- A. Whereas, the 2018-2020 Collective Bargaining Agreement ("CBA") expires December 31, 2020; and
- B. Whereas, the Association advised the City by letter dated May 7, 2020, of its desire to open bargaining on a successor agreement; and
- C. Whereas, the City's attention has been focused on addressing the impacts of COVID-19 on City operations and finances; and
- D. Whereas, there is a mutual interest of the parties to extend the terms of the CBA through 2021 and, at the same time, to address certain operational issues. This extension foregoes formal negotiations that would otherwise entail bargaining involving comparison of 2020 wages, hours, and conditions of employment pursuant to statute.

Agreement:

Now, therefore, the parties agree as follows:

- 1. Extend the terms of the 2018-2020 CBA through December 31, 2021, including the 2020 wage schedule adjustment as follows:

Effective January 1, 2021, the wage rates will be increased by 1.9%, which reflects 100% of the percentage increase in the Seattle/Tacoma/Bellevue CPI-W (semi-annual index released in July 2020).¹

¹ The above CPI-W (semi-annual index) was reported July 14, 2020, by bls.gov at 1.9% over a year ago, such that the reference to the semi-annual index released in August in the 2018-20 CBA has the same meaning since BLS did not release a CPI-W index for the Seattle/Tacoma/Bellevue Area in August, 2020.

2. Open bargaining for the successor agreement by July of 2021 to enter formal negotiations on a successor CBA.
3. Upon retirement of the current Marine Support Officer (formerly called the Marine Patrol Technician), convert the Marine Support Officer position into a fully commissioned Marine Patrol Officer (MPO) assignment, modifying the Support Services bargaining unit pursuant to the Agreement between the Association and the City.
4. All other terms and conditions of the CBA will remain unchanged.
5. 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.
6. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this agreement.
7. 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.

Executed _____, 2020.

City of Mercer Island

Mercer Island Police Association

Jessi Bon
City Manager

Scott Schroeder
Association President

Attest:

Deborah A. Estrada, City Clerk

Approved as to Form:

/s/ Bio Park, 10/12/2020

Bio Park, City Attorney