



**BUSINESS OF THE CITY COUNCIL
CITY OF MERCER ISLAND**

**AB 5763
October 20, 2020
Consent Calendar**

AGENDA BILL INFORMATION

TITLE: RECOMMENDED ACTION:	AB 5763: One-Year Extension to the 2018-2020 Police & Police Support Collective Bargaining Agreements	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed: <input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution
	Approve the one-year extension agreements to the 2018-2020 Police & Police Support Collective Bargaining Agreements.	

DEPARTMENT:	Administrative Services
STAFF:	Ali Spietz, Chief of Administration
COUNCIL LIAISON:	n/a
EXHIBITS:	<ol style="list-style-type: none"> Proposed Agreement Extension to the 2018-2020 Police Collective Bargaining Agreement Proposed Agreement Extension to the 2018-2020 Police Support Collective Bargaining Agreement
CITY COUNCIL PRIORITY:	n/a

AMOUNT OF EXPENDITURE	\$ n/a
AMOUNT BUDGETED	\$ n/a
APPROPRIATION REQUIRED	\$ n/a

SUMMARY

For the past several months, a City bargaining team has been corresponding with members of the Mercer Island Police Association (“MIPA”) and their attorney to discuss one-year extension agreements (Exhibits 1 and 2) for the Police Commissioned and Police Support bargaining units.

The MIPA Commissioned bargaining unit is comprised of 28 union members, including seven sergeants, four corporals, and 17 officers. The MIPA Support bargaining unit is comprised of one and a half Records Clerks, one Evidence Technician/Public Records Officer, one Marine Support Officer, and one Police Support Officer. The City’s negotiation team is comprised of Police Chief Ed Holmes, City Attorney Bio Park, Chief of Administration Ali Spietz, and Cabot Dow and Alexandra Sheeks from Cabot Dow Associates.

The current Police and Police Support collective bargaining agreements (CBAs) expire on December 31, 2020. The proposed extension agreements acknowledge that the City’s attention has been focused on addressing the impacts of the COVID-19 Pandemic on City operations and finances making it difficult to participate in negotiations for successor labor agreements. The proposed extension agreements forego the formal

negotiations that would otherwise entail bargaining involving comparison of 2020 wages, hours, and conditions of employment pursuant to statute.

The parties agreed to the following:

- An annual cost of living adjustment (COLA) based on 100% of the Seattle/Tacoma/Bellevue CPI-W (semi-annual index released in July 2020) as outlined in the current agreements. This amounts to a 1.9% COLA for employees of both bargaining units in 2021 at a cost of approximately \$58,000.
- Open bargaining by July of 2021 to enter into formal negotiations on successor collective bargaining agreements.
- Convert the Marine Support Officer (formerly called Marine Patrol Technician) into a fully commissioned Marine Patrol Officer (MPO) assignment provided once the current Marine Support Officer retires (anticipated in 2021). Section 3 of the draft Police Agreement extension details the provisions of this position conversion.
- All other terms and conditions of the CBA will remain unchanged.

RECOMMENDATION

Authorize the City Manager to sign the Extension Agreements for the 2018-2020 Police and Police Support Collective Bargaining Agreements with the Mercer Island Police Association for the period of January 1, 2021 through December 31, 2021, in substantially the form attached hereto as Exhibit 1 and Exhibit 2.