



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

**AB 6586
December 3, 2024
Consent Agenda**

AGENDA BILL INFORMATION

TITLE:	AB 6586: 2025-2027 Collective Bargaining Agreement with Police	<input type="checkbox"/> Discussion Only <input checked="" type="checkbox"/> Action Needed: <input checked="" type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution
RECOMMENDED ACTION:	Authorize the City Manager to sign the Collective Bargaining Agreement with the Mercer Island Police Association for Commissioned Officers for the period of January 1, 2025 through December 31, 2027 in substantially the form attached hereto as Exhibit 1.	

DEPARTMENT:	Administrative Services & Police
STAFF:	Ali Spietz, Chief of Administration Chris Sutter, Police Chief
COUNCIL LIAISON:	n/a
EXHIBITS:	1. 2025-2027 Collective Bargaining Agreement with the Mercer Island Police Association for Commissioned Officers
CITY COUNCIL PRIORITY:	n/a

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

EXECUTIVE SUMMARY

The purpose of this agenda bill is to authorize the City Manager to sign the collective bargaining agreement with the Mercer Island Police Association for Commissioned Officers for the period of January 1, 2025 through December 31, 2027.

BACKGROUND

Since May, the City bargaining team has been meeting with members of the Mercer Island Police Association (“MIPA”) to discuss a successor collective bargaining agreements (CBA) for commissioned officers of the Mercer Island Police Department. The MIPA is comprised of 29 union members, including seven sergeants, four corporals, and 18 officers. The City’s bargaining team is comprised of Police Chief Chris Sutter, City Attorney Bio Park, Chief of Administration Ali Spietz, Human Resources Manager Nicole Vannatter, Financial Analyst Ben Schumacher, and outside counsel Colin Boyle from Summit Law.

The MIPA and City bargaining teams reached a tentative agreement on the successor CBA on November 18, 2024. The MIPA membership ratified the agreement on November 25, 2025.

ISSUE/DISCUSSION

2025-2027 AGREEMENT FOR COMMISSIONED OFFICERS

The proposed 2025-2027 Collective Bargaining Agreement with MIPA for Commissioned Officers is attached as Exhibit 1 and changes from the current agreement are as follows:

Wages

- Annual increases:
 - 2025: CPI-W First Half + 1%
 - 2026: CPI-W First Half + 0.5%
 - 2027: CPI-W First Half + 0.5%
- Addition of a minimum (2%) and maximum (6%) language for annual wage increases.
- Detective Sergeant and Detective specialty pay increased to 4.0% from 3.5 %.
- Updated language to reflect the new bi-monthly pay schedule starting in January 2025.
- Each employee will receive a \$300 per month stipend in lieu of a take home car.
- A joint labor management committee will be convened to explore the potential and feasibility of a take home car program.

Paid Administrative Leave

Addition of language clarifying that any employee who is on paid administrative leave will:

- Remain on their regular schedule and pay
- Accommodate meetings or interviews at the request of the employer with at least 24 hours' notice.
- Will not be entitled to overtime for attending investigative/disciplinary meetings (if on leave for a disciplinary investigation).

HRA VEBA Contributions

HRA VEBA contributions will be distributed quarterly to align with all other employees' distributions.

Personnel Files

The limit on using past written warnings for discipline is increased from two years to four years and from a five-year limit to a six-year limit for more serious discipline.

NEXT STEPS

Following City Council approval, staff will prepare the agreement for signing by the MIPA and Human Resources and Finance staff will prepare for wage adjustments beginning January 1, 2025.

Additionally, the City's bargaining team and MIPA representatives began the bargaining process for the Police Support Unit collective bargaining agreement. The Police Support Unit consists of four members who provide support to the commissioned officers and Police Department leadership. Both teams desire to wrap up bargaining swiftly and staff anticipate returning with a tentative agreement for the Support Unit for City Council review in Q1 2025.

RECOMMENDED ACTION

Authorize the City Manager to sign the Collective Bargaining Agreement with the Mercer Island Police Association for Commissioned Officers for the period of January 1, 2025 through December 31, 2027 in substantially the form attached hereto as Exhibit 1.