



# BUSINESS OF THE CITY COUNCIL CITY OF SNOQUALMIE

**AB24-085**  
**July 22, 2024**  
**Committee Report**

## AGENDA BILL INFORMATION

|                         |                                                                                                                                                                       |                                                                                                                                                                               |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>TITLE:</b>           | <b>AB24-085:</b> Snoqualmie Police Association (SPA) Collective Bargaining Agreement (CBA)                                                                            | <input type="checkbox"/> Discussion Only                                                                                                                                      |
| <b>PROPOSED ACTION:</b> | Move to approve the Collective Bargaining Agreement (CBA) between the Snoqualmie Police Association (SPA) and the City of Snoqualmie and authorize the Mayor to sign. | <input checked="" type="checkbox"/> Action Needed:<br><input checked="" type="checkbox"/> Motion<br><input type="checkbox"/> Ordinance<br><input type="checkbox"/> Resolution |

|                |                     |                 |           |
|----------------|---------------------|-----------------|-----------|
| <b>REVIEW:</b> | Department Director | Brian Lynch     | 7/11/2024 |
|                | Finance             | Drew Bouta      | 7/11/2024 |
|                | Legal               | Outside Counsel | 7/3/2024  |
|                | City Administrator  | Mike Chambless  | 7/11/2024 |

|                    |                                                                                                                             |                                      |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| <b>DEPARTMENT:</b> | Human Resources                                                                                                             |                                      |
|                    | Kim Johnson, HR Manager; Drew Bouta, Finance Director; Brian Lynch, Police Chief                                            |                                      |
|                    | Public Safety                                                                                                               | <b>COMMITTEE DATE:</b> July 15, 2024 |
|                    | 1. New Agreement (2024-2026) Clean Version<br>2. New Agreement (2024-2026) Redlined Version<br>3. Old Agreement (2022-2023) |                                      |

|                                |                                                        |
|--------------------------------|--------------------------------------------------------|
| <b>AMOUNT OF EXPENDITURE</b>   | \$ 4,026,383 (Wages and Benefits for SPA Members Only) |
| <b>AMOUNT BUDGETED</b>         | \$ 3,850,271 (Wages and Benefits for SPA Members Only) |
| <b>APPROPRIATION REQUESTED</b> | \$ 176,113 (2023-2024 Biennial Budget)                 |

## SUMMARY

### INTRODUCTION

The City of Snoqualmie (City) recently completed negotiations with the Snoqualmie Police Association (SPA). The resultant collective bargaining agreement ("CBA"), if approved by council, will last through the end of 2026 and apply retroactively to January 1, 2024.

### BACKGROUND

Snoqualmie Police Association (SPA) represents the Police Officers and Sergeants for the City of Snoqualmie and North Bend. The previous CBA spanned a length of two years from 2022-2023 (Exhibit A). Regular negotiation meetings with SPA began in late 2023 and lasted through July 2024. The City contracted for consulting services with Summit Law Group to assist with the negotiation of this agreement.

### ANALYSIS

The term of this agreement is January 1, 2024 through December 31, 2026. The City of Snoqualmie (City) and Snoqualmie Police Association (SPA) settled on a three-year agreement. The new agreement accounts for an 8% COLA in 2024, 1% - 3.5% range (depending on the June to June CPI-W )+ 1% for 2025, and a 3.5% increase in 2026. The new agreement also includes a 12-hour shift schedule (effective 1/1/2025) which replaces the current 10-hour shift schedule + 2 hours of mandatory overtime. The education incentive pay will now be paid as a percentage of the employee's base rate of pay instead of a flat monthly amount for an associate degree or a bachelor's degree only. The longevity pay incentive will now include a monthly amount of 8% for those employees who have worked for the City for more than twenty (20) years. And, effective 1/1/2025, employees required to work a shift that begins on a designated city holiday, shall be paid at time and one-half (1.5%) for the entire shift. Finally, much time was spent working through the entire agreement to bring it up to date with current labor laws and standards and to make it easier to read and interpret.

## **BUDGET IMPACTS**

The Administration recommends approving the 2024-2026 Collective Bargaining Agreement (CBA) with the Snoqualmie Police Association (SPA). The CBA includes an 8% COLA for 2024, a 1% to 3.5% COLA depending on the June-to-June CPI-W for the Seattle-Tacoma-Bellevue area with an additional 1% added on top for 2025, and a 3.5% COLA for 2026. Furthermore, the CBA includes a change to educational incentive pay and longevity pay, and holiday pay. These changes are expected to cost the City of Snoqualmie and the City of North Bend collectively an additional \$176,000 in wages and wage-based benefits (Social Security, Medicare, pension, etc.) over the amounts budgeted in the 2023-2024 Biennial Budget. Of the \$176,000, \$99,000 is expected to be attributable to the City of Snoqualmie and \$77,000 is expected to be attributable to the City of North Bend. These estimates assume full staffing. The City approved a 2023-2024 Biennial Budget across the two primary funds impacted by this CBA, the General Fund (#001) and the North Bend Police Services Fund (#014), with a 3.5% cost-of-living adjustment for 2024. The City's budget also included 2-6% increases in medical, dental, and vision benefits.

Currently, the Police Department is running approximately \$200,000 under budget in the General Fund (#001) or 1.86% of their total two-year appropriation and \$137,000 under budget in the North Bend Police Services Fund (#014) or 2.61% of their total two-year appropriation. Given other anticipated expenditures over the next month that will dissipate some of the current budgetary savings, the Administration will likely request a budget amendment from Council at a future date in order to account for the impact of the CBA on the 2023-2024 Biennial Budget.

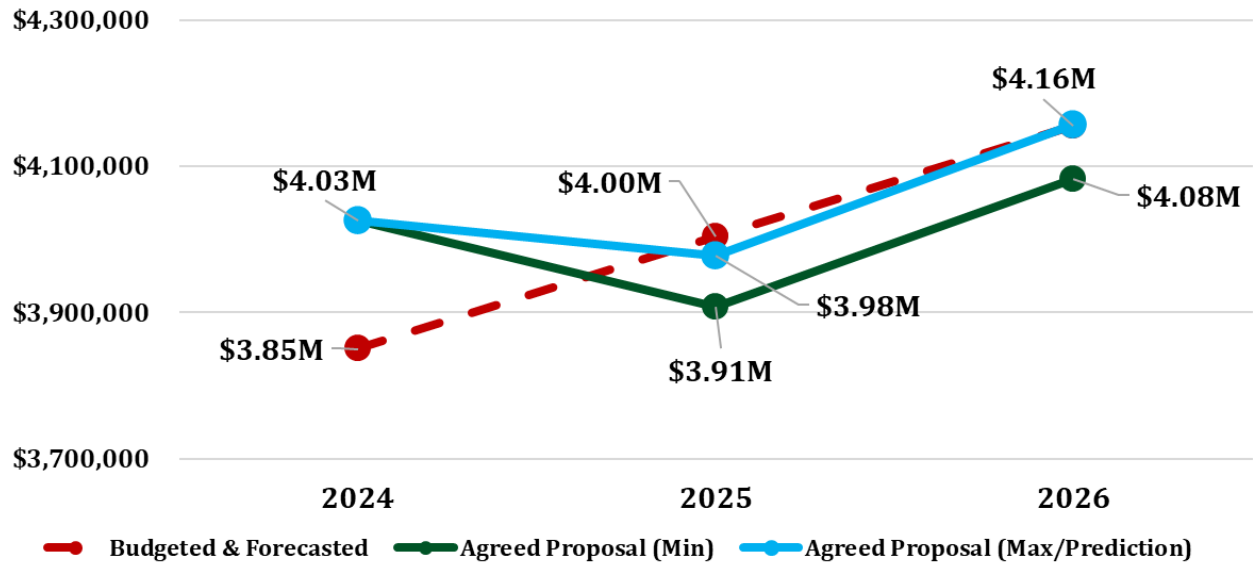
Approval of the CBA would also impact the development of the 2025-2026 Biennial Budget. In addition to COLA increases and the change in educational incentive pay, longevity pay, and holiday pay, the current shift schedule which includes 10 hours of regular time and 2 hours of mandatory overtime would be replaced by 12 hours of regular time (12-hour shift schedule) effective January 1, 2025. As a consequence of this change, the City is expected to reduce the amount spent on overtime by an estimated \$250,000 to \$275,000 which is based on the amount of overtime spent on average over a six-year period (2018-2023) multiplied by an estimated percentage of overtime in 2023 that was shift-based.

After considering the proposed changes to the CBA, the following charts estimate the financial impact of the CBA relative to what has been budgeted and forecasted in wages and benefits for SPA members only for Snoqualmie, North Bend, and both cities combined.

## Snoqualmie Police Association CBA

How much more would **both cities** spend (est.) relative to what has been budgeted and forecasted?

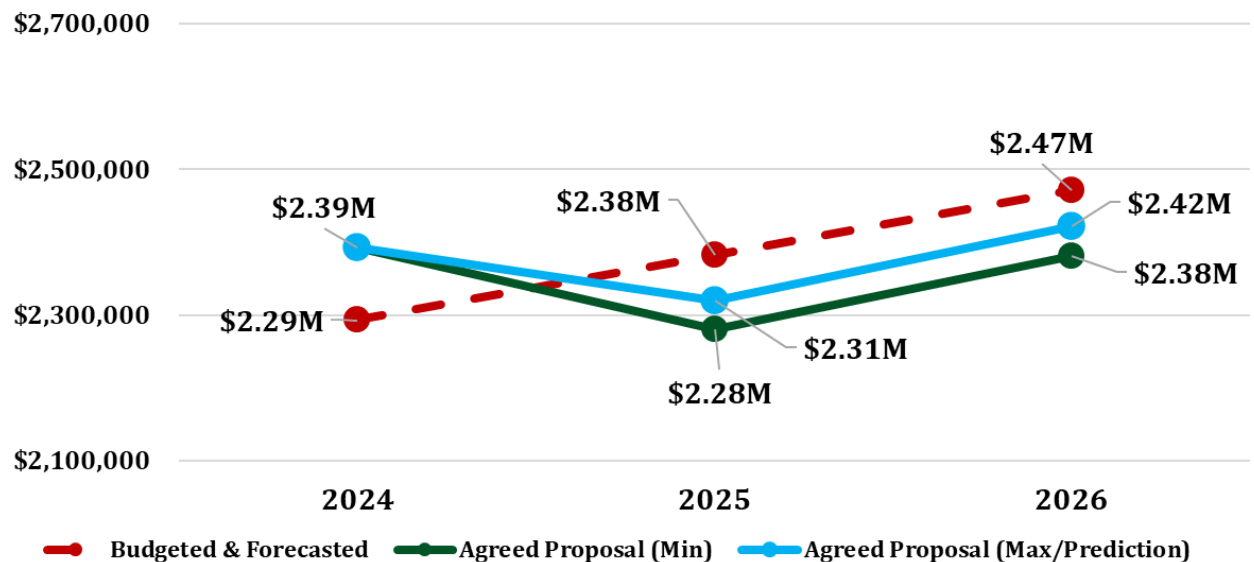
NOTE: Wages & Benefits for SPA Members Only



## Snoqualmie Police Association CBA

How much more would **Snoqualmie** spend (est.) relative to what has been budgeted and forecasted?

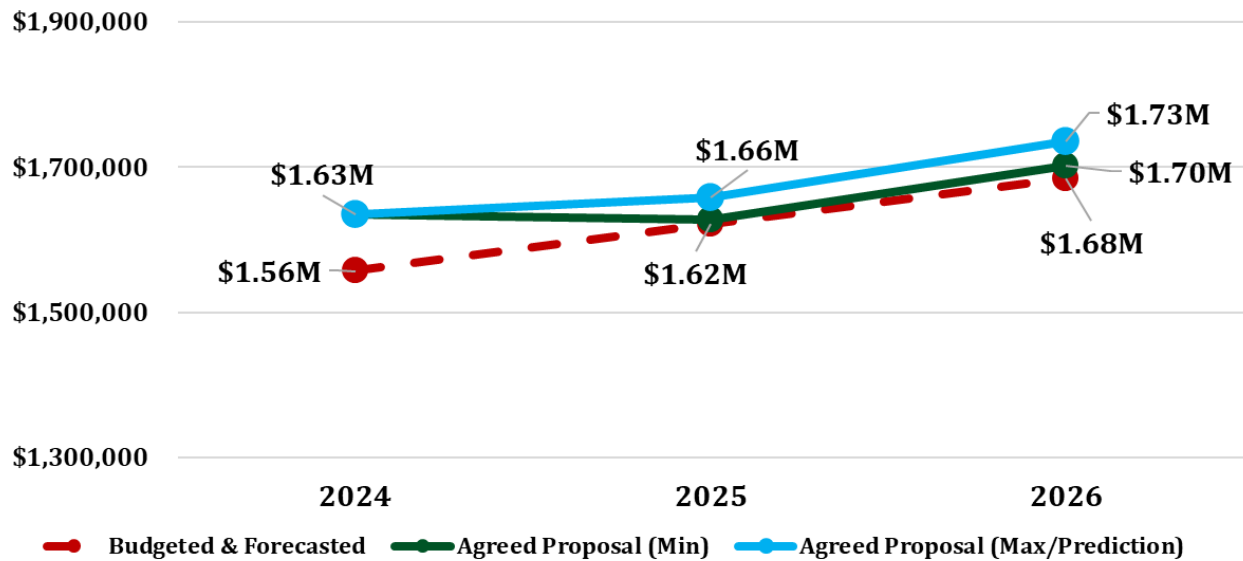
NOTE: Wages & Benefits for SPA Members Only



## Snoqualmie Police Association CBA

How much more would **North Bend** spend (est.) relative to what has been budgeted and forecasted?

NOTE: Wages & Benefits for SPA Members Only



### PROPOSED ACTION

Move to approve the Collective Bargaining Agreement between the Snoqualmie Police Association (SPA) and the City of Snoqualmie and authorize the Mayor to sign.