

CITY COUNCIL AGENDA MEMORANDUM

SUBJECT

Resolution No. 8391 authorizing execution of a Grievance Settlement with the Bellevue Police Management Association, to resolve a grievance concerning holiday hours as part of the overall agreement of the 2011-2013 labor agreement.

FISCAL IMPACT

There is not a direct fiscal impact.

RCW 41.50.152 requires disclosure of “excess compensation” costs to avoid the unknowing acceptance of significant future liability. The provisions of this contract will not increase estimated future retirement billings because this requirement applies to PERS1 employees only and the individuals affected by this agreement participate in LEOFF1 or LEOFF2.

STAFF CONTACT

Yvonne Tate, Director, 452.4066
Michelle Kast, HR Analyst, 452.4583
Human Resources

POLICY CONSIDERATION

Shall the City enter into a Grievance Settlement with the Bellevue Police Management Association?

BACKGROUND

On July 14, 2011, the Bellevue Police Management Association filed a grievance alleging the City was in violation of the labor agreement by deducting one or two hours of vacation leave for holidays from BPMA members who worked alternative work schedules. Throughout the grievance procedure the City has denied any wrongdoing.

The grievance advanced to Step 3 on August 29, 2011, and the parties agreed to hold the grievance in abeyance, pending the outcome of further discussion on the terms and conditions of a successor labor agreement.

The labor agreement was ratified by the Union on March 8, 2012, and approved by Council Resolution No. 8376 on April 9, 2012. Although the agenda memo addressed a one-time addition of twenty hours vacation leave be added to the existing vacation bank to reflect a compromise to settle the grievance on holiday/- vacation hour deductions, the authority to execute the Agreement was not included in the

Resolution. This action authorizes entering into the settlement agreement with the Bellevue Police Management Association.

EFFECTIVE DATE

If approved, this Resolution becomes effective immediately upon Council adoption.

OPTIONS

1. Adopt Resolution No. 8391 authorizing execution of a Grievance Settlement with the Bellevue Police Management Association, to resolve a grievance concerning holiday hours as part of the overall agreement of the 2011-2013 labor agreement.
2. Do not adopt Resolution No. 8391, and provide alternative direction to staff.

RECOMMENDATION

Approve Resolution No. 8391 authorizing execution of a Grievance Settlement with the Bellevue Police Management Association, to resolve a grievance concerning holiday hours as part of the overall agreement of the 2011-2013 labor agreement.

MOTION

Move to approve Resolution No. 8391 authorizing execution of a Grievance Settlement with the Bellevue Police Management Association, to resolve a grievance concerning holiday hours as part of the overall agreement of the 2011-2013 labor agreement.

ATTACHMENTS

Proposed Resolution No. 8391

AVAILABLE IN COUNCIL OFFICE

Grievance Settlement

CITY OF BELLEVUE, WASHINGTON

RESOLUTION NO. 8391

A RESOLUTION authorizing execution of a Grievance Settlement with the Bellevue Police Management Association, to resolve a grievance concerning holiday hours as part of the overall agreement of the 2011-2013 labor agreement.

THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. The City Manager or his designee is hereby authorized to execute a Grievance Settlement with the Bellevue Police Management Association, to resolve a grievance concerning holiday hours as part of the overall agreement of the 2011-2013 labor agreement, a copy of which Grievance Settlement has been given Clerk's Receiving No. _____.

Passed by the City Council this _____ day of _____, 2012, and signed in authentication of its passage this _____ day of _____, 2012.

(SEAL)

Conrad Lee, Mayor

Attest:

Myrna L. Basich, City Clerk