



MEMORANDUM OF UNDERSTANDING

between

City of Bellingham

and

Fraternal Order of Police, Lodge 24

Retention Incentive

- I. **PURPOSE:** This Memorandum of Understanding ("Memorandum") sets forth the terms and conditions of a retention incentive for experienced Fraternal Order of Police, Lodge 24 bargaining unit employees.
- II. **NO PRECEDENT:** This Memorandum is established in response to the 15 Police Officer vacancies currently existing at the Bellingham Police Department and resulting staffing shortage. This Memorandum is not intended to set a precedent for similar circumstances in the future.
- III. **SCOPE:** This Memorandum covers all Fraternal Order of Police, Lodge 24 ("FOP") bargaining unit employees ("employees") with 20 or more years of service as a commissioned Police Officer.

IV. **AGREEMENT:**

WHEREAS, the FOP and the City of Bellingham recognize the current Police Officer vacancies have increased the frequency of minimum staffing challenges and mandatory overtime;

WHEREAS, the City of Bellingham recognizes the essential role employees of the Bellingham Police Department serve in providing public safety services to our community;

WHEREAS, both the City of Bellingham and FOP bargaining unit employees derive value from providing a financial incentive for experienced commissioned officers to continue serving in this essential role during a period of reduced staffing;

NOW, THEREFORE, the parties agree that:

- A. As an incentive for experienced officers to continue serving in this essential role, bargaining unit employees with 20 or more years of service as a commissioned Police Officer on payroll at the time of full execution of this Memorandum and who are on active duty providing services to the community during the term of this agreement and who remain employed as a bargaining unit employee with the

Bellingham Police Department on December 15, 2023 will receive a bonus payment in the amount of \$20,000.00, payable on or about December 25, 2023;

- B. For the purposes of this agreement, years of service as a commissioned Police Officer will be determined by including all service as a commissioned officer at the Bellingham Police Department as well as each completed year of service (12 full months) of full-time paid duty as a sworn police officer in a state or local civilian governmental jurisdiction providing general law enforcement services;
- C. Bonus payments constitute wages and are subject to employee payroll deductions and withholdings;
- D. This memorandum will be effective upon full execution by both parties and will automatically sunset December 31, 2023 unless extended in writing prior to expiration upon mutual agreement by the parties.

DATED this 6th day of JAN, 202³ for the **Fraternal Order of Police:**



DATED this 30 day of January, 202³ for the **CITY OF BELLINGHAM:**


Mayor

ATTEST: 
Finance Director

APPROVED AS TO FORM:


Office of the City Attorney

DEPARTMENTAL APPROVAL:


Chief of Police


Human Resources Director