MEMORANDUM OF UNDERSTANDING
between
City of Bellingham
and
Bellingham Police Guild

Field Training Officer Premium

I. PURPOSE: This Memorandum of Understanding sets forth the terms and conditions of a temporary change to the Field Training Officer (FTO) premium.

II. NO PRECEDENT: This agreement is established in response to unique circumstances presently existing in the Bellingham Police Department. This agreement is not intended to set precedent for like circumstances in the future.

III. SCOPE: This agreement applies to Field Training Officers.

IV. AGREEMENT:

WHEREAS, the Bellingham Police Department recognizes the important role Field Training Officers serve in ensuring new officers receive the critical training they need to be successful in their career with the department;

WHEREAS, the parties acknowledge that Appendix B of the Bellingham Police Guild Collective Bargaining Agreement provides for a 5% premium for Field Training Officers only while training;

WHEREAS, increased vacancies and hiring of officers to fill vacancies has increased the need for and frequency of training assignments for Field Training Officers with fewer breaks between training rotations;

WHEREAS, both the department and employees assigned as Field Training Officers derive value from providing a financial incentive for officers to serve in this important role during a period of increased need;

NOW, THEREFORE, the parties agree that:

- Both parties would mutually benefit from temporarily modifying the provision outlined in Appendix B to allow for Police Officers assigned as Field Training Officers to be compensated at a rate of 3% of base pay on an ongoing basis for the duration of this agreement, and

- Police Officers receiving a Field Training Officer premium shall be required to complete at least one full shift week of field training in a three month period. Failure
to do so will result in removal of the 3% FTO premium pay until such time as the Officer resumes actively providing field training on an ongoing basis, and

- Upon completion of twelve full shift weeks of field training within a six month period, a Field Training Officer will receive a bonus in the amount of $1000, and

- The Department will endeavor to provide Field Training Officers with a two work week break from the formal FTO rotation after each Trainee Phase is completed, bid vacation time not included; should an emergent situation arise that necessitates a change to the two work week break, the FTO will be made aware in advance and any scheduling conflicts will be taken into consideration, and

- This memorandum will be effective upon full execution by both parties and will automatically expire upon full ratification and implementation of a successor collective bargaining agreement between the parties.

DATED this 29 day of Dec, 2023 for The Bellingham Police Guild:

Travis Hauri, President

DATED this 5 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