

# MEMORANDUM OF UNDERSTANDING

Between

City of Bellingham

And

Bellingham Police Guild

## Mandatory Holdovers and Call-backs

- I. **PURPOSE:** This Memorandum of Understanding sets forth the guidelines of a temporary agreement concerning mandatory holdovers and call-backs to maintain minimum staffing on Patrol.
- II. **NO PRECEDENT:** This agreement is established in response to unique circumstances presently existing at the Bellingham Police Department. This agreement is not intended to set precedent for like circumstances in the future.
- III. **SCOPE:** This agreement covers members of the Bellingham Police Officers Guild.

#### IV. **AGREEMENT:**

WHEREAS the City of Bellingham and the Bellingham Police Officers Guild both desire to mitigate the use of mandatory holdovers and call-backs.

WHEREAS the City of Bellingham has been making improvements in staffing levels that have reduced the need for mandatory holdovers and call-backs since the implementation of the 2022 agreement on Mandatory Holdovers and Callbacks.

WHEREAS the parties derive mutual benefit from extending this agreement for one additional year while current recruit officers complete required training and the City continues recruitment efforts to fill remaining vacant positions.

NOW, THEREFORE, the parties agree that:

- The department will maintain a patrol mandation list which will be based on seniority within the department and then cycle through for the remainder of the year.

- If there is advance notice of a need for overtime to maintain minimum staffing on Patrol, supervisors are required to post voluntary overtime prior to mandating to fill.
- Guild members who voluntarily sign up for any patrol minimum staffing overtime, whether it is attached to a regularly scheduled shift or on a day off, will go to the bottom of the mandation list. This does not apply to outside employment or non-staffing details such as coverage for compensatory time off. Voluntary overtime shall be compensated at the normal overtime rate of (1.5) times regular rate of pay.
- Guild members mandated to holdover or called in early on their regularly scheduled workday will be compensated at an overtime rate of (1.75) times their regular rate of pay for hours worked in excess of their regular 10.7 hour shift. This provision supersedes the terms outlined in Article 4.1(c) of the Collective Bargaining Agreement between the parties for the duration of this agreement. Employees who are mandated to hold over or called in early for five hours or less will not move to the bottom of the mandation list. If the employee is mandated to hold over or called in early for more than five hours, they will move to the bottom of the mandation list.
- Guild members mandated to work patrol for three or more hours on their scheduled day off will be compensated at (2) times their regular rate of pay for hours actually worked. Members mandated on a day off will be moved to the bottom of the mandation list. Overtime earned at the 2 times rate shall be compensated in pay only and cannot be banked as compensatory time off. This provision supersedes the terms outlined in Articles 4.1(a) and 11.2 for the duration of this agreement.
- Guild members mandated to work patrol for less than three hours on their regularly scheduled day off will be compensated with a minimum guarantee equivalent to 4 hours of pay at the overtime rate of time and one-half consistent with Article 4.1 (a).
- Once a Guild member is notified of mandation, they will be expected to fill that time slot, even if they choose to sign up for voluntary overtime following notification of mandation.
- The terms of this agreement will be effective July 1, 2023, and automatically sunset July 1, 2024. There is no intent to extend this agreement beyond July 1, 2024.

DATED this 29 day of JUNE, 2023 for the **Bellingham Police Guild:**

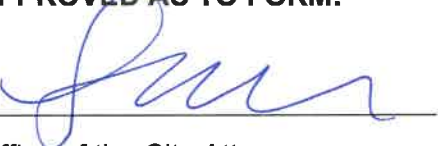
  
\_\_\_\_\_  
President

DATED this 7 day of July, 2023 for the **CITY OF BELLINGHAM:**

  
\_\_\_\_\_  
Mayor

ATTEST:   
\_\_\_\_\_  
Finance Director

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Office of the City Attorney

**DEPARMENTAL APPROVAL:**

  
\_\_\_\_\_  
Chief of Police

  
\_\_\_\_\_  
Human Resources Director