



## MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

Fraternal Order of Police

### Collective Bargaining Agreement Rollover for 2021

- I. **PURPOSE:** This Memorandum of Understanding is to outline the terms for continuation of the 2018-2020 collective bargaining agreement through December 31, 2021.
- II. **SCOPE:** This agreement covers all positions in the Fraternal Order of Police (FOP).
- III. **AGREEMENT:**

WHEREAS, the City of Bellingham and the FOP have a mutual interest in deferring collective bargaining of a new labor agreement until 2021 so that the City, and Police Department, have a clearer understanding of the financial and other impacts related to COVID-19;

WHEREAS, the City of Bellingham and the FOP both desire to have labor certainty for 2021 in these uncertain times;

NOW, THEREFORE, the parties agree that:

- Duration: Through 12/31/2021
- Incorporate language changes to Article 3.1 Membership and Article 3.2 Dues Deduction as agreed by the parties on September 13, 2018
- 2.5% COLA effective January 1, 2021
- Status Quo increase of 6% to the 2020 Maximum Monthly Employer Contribution to medical premiums as outlined in Article 15.4.
- Increase the City's matching contribution to deferred compensation by 1% (please note this change will impact Longevity calculations at 15 years of service as outlined in Article 9.2 and Appendix A)

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2020 for **Fraternal Order of Police:**

  
\_\_\_\_\_  
Don Almer, Representative

  
Chad Cristelli, Representative


DATED this 10 day of November, 2020 for the CITY OF BELLINGHAM:

  
Mayor

ATTEST:   
Finance Director

  
Police Chief

  
Human Resources Services Manager

APPROVED AS TO FORM:  
  
Office of the City Attorney