



MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

Bellingham Police Guild

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 Bellingham Police Guild.
- III. **AGREEMENT:**

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

NOW, THEREFORE, the parties agree that:

- COLA Increase of 2.5% over 2020 Appendix A salary plan, Effective January 1, 2021.
- Increase the dependent cost share on the Kaiser \$20 Co-Pay Plan and Kaiser Access PPO Medical Plans each to 10% so it aligns with the dependent cost share on the Regence \$250, effective January 1, 2021
- Continuation of the following MOU's and LOA's with the understanding that these agreements will be reflected in any successor CBA:
 - 2019 – MOU - Clarification of 10 Hours of Rest Provision in Articles 4.5 and 22.5
 - 2019 – LOA – LEOFF II Disability Benefits
 - 2020 – MOU Modification of Vacation Scheduling Provisions
- Continuation of the following MOU's and LOA's until their stated expiration:
 - 2020 – MOU – CSI Temporary Assignment
 - 2020 – LOA – CSI Call Out
 - 2020 – LOA – Kingery Sick Leave Donation
- Except for the three provisions outlined above modifying wages, medical premiums and continuing active MOU's, all other provisions of the 2018-2020 Collective

Bargaining Agreement between the Bellingham Police Guild and the City of Bellingham shall remain in full force and effect through December 31, 2021.

DATED this 29 day of October, 2020 for **Bellingham Police Guild**:



April Mitchelson, President



Brock Crawford, Vice President

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