



**LETTER OF AGREEMENT
CITY OF BELLINGHAM AND BELLINGHAM POLICE GUILD
July 2014**

To: Chad Cristelli, President, Bellingham Police Guild
From: Ameleah Sullivan, Human Resources Generalist
Date: July 31, 2014
RE: Wage Proposal

A new classification specification for Police Officer Recruit and revisions to the Full Performance Police Officer classification specification are attached for your review. These changes are subject to approval by the Civil Service Commission.

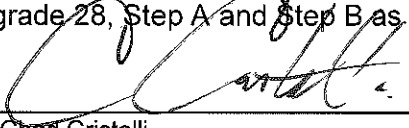
The purpose of the new Police Officer Recruit classification is to recognize that there is a variable period of time between hire date and completion of the Basic Law Enforcement Academy for each new officer hired. These new hires, or recruits, are not yet commissioned officers and are unable to perform the duties of a full performance police officer. This new classification allows for a period of training prior to and while attending the Basic Law Enforcement Academy. Recruits will remain in probationary status for the duration of their placement in the Police Officer Recruit classification. Upon successful completion of the Academy, recruits will be placed in the Full Performance Police Officer classification effective the first day of the pay period following graduation from the Academy. A 12 month probationary period will begin upon placement in the Full Performance Police Officer classification. An employee will be eligible to receive a step increase after 12 months in the Full Performance Police Officer classification; this is not a change to current practice.

Our wage proposal is to add a salary grade to the Uniformed Police Salary Structure and place recruits in salary grade 28, step A from date of hire until they begin attending the Academy. Effective the first day of the pay period following enrollment in the Academy, recruit officers would move to salary grade 28, step B. The proposed wage for salary grade 28, step A is \$4,550 and step B is \$5,005 per month. In future contracts we would maintain the spread so that Salary grade 28, step A would continue to be 10% below salary grade 29, step A.

If you are in agreement with this wage proposal, please sign below and return two originals to me. Otherwise, please contact me to discuss any concerns you may have with this plan.

Your signature below indicates agreement with the proposed wage for the Police Officer Recruit classification in salary grade 28, Step A and Step B as outlined above.

Agreed:


Chad Cristelli
President, Bellingham Police Guild

Date: 8/1/14


Ameleah Sullivan
Human Resources Generalist

Date: 8/5/14