

CITY OF ORTING

WASHINGTON

RESOLUTION NO. 2015-5

**A RESOLUTION OF THE CITY OF ORTING,
WASHINGTON, AUTHORIZING THE MAYOR TO ENTER
INTO AN AGREEMENT WITH THE ORTING POLICE
GUILD**

WHEREAS, the City entered into negotiations with the Orting Police Guild in 2014 concerning the collective bargaining agreement; and

WHEREAS, on May 29, 2014, the Executive Director of the Public Employment Relations Commission certified that the City of Orting and the Orting Police Guild had reached an impasse in bargaining for a successor collective bargaining agreement; and

WHEREAS, an interest arbitration hearing was conducted on October 7, 2014, on three remaining issues; and

WHEREAS, the Arbitrator issued an Interest Arbitration Award on February 13, 2015; and

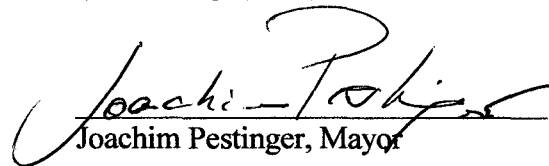
WHEREAS, the City seeks approval of the collective bargaining agreement as amended by the Interest Arbitration Award issued on February 13, 2015;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF ORTING, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. The Mayor is hereby authorized to enter into the City of Orting & Orting Police Guild Collective Bargaining Agreement, attached hereto as Exhibit A.

PASSED BY THE CITY COUNCIL AT A REGULAR MEETING THEREOF ON THE 29TH DAY OF APRIL, 2015.

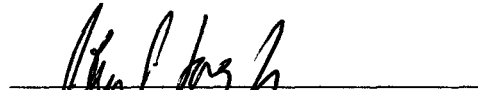
CITY OF ORTING


Joachim Pestinger, Mayor

ATTEST/AUTHENTICATED:


Mark Bethune, City Administrator/Clerk

Approved as to form:


John P. Long, Jr., City Attorney

Filed with the City Clerk:
Passed by the City Council: 4/29/15
Resolution No.: 2015-5
Date Posted:

CITY OF ORTING

&

ORTING POLICE GUILD

**COLLECTIVE BARGAINING
AGREEMENT**

ARTICLE 1 PREAMBLE

This Agreement is by and between the City of Orting, Washington, (Employer) and Orting Police Guild.

ARTICLE 2 RECOGNITION

The Employer recognizes the Guild as the designated representative of all regular full time and regular part time Police Officer, Corporals and Sergeants of the City of Orting.

All collective bargaining shall be conducted only by authorized representatives of the Guild and the Employer.

ARTICLE 3 SENIORITY/PROMOTIONS/LAYOFFS

Seniority shall consist of length of continuous service with the Employer; provided however no employee shall have seniority established prior to the completion of six (6) months of probationary employment with the Employer. The Employer shall establish the pay rate for employees during their probationary period. Part-time employees shall accrue seniority on a pro rata basis.

Seniority shall not be lost because of absence due to illness, authorized leave of absence, or temporary lay-off of not more than sixty (60) days. A seniority list shall be posted in a conspicuous place by the Employer on or about January 1 of each year.

For newly hired entry level employees with no prior Reserve Officer experience, probationary employment will be in effect while waiting for attendance to, and during attendance at, the Basic Law Enforcement Academy (BLEA) and may continue for up to twelve months post successful completion of field training. An individual hired as a lateral officer, is subject to twelve months of probationary status employment post the completion of field training. Any individual who is hired as a Full time Police Officer or Provisional Police Officer and is, at the time of being hired; 1) an Orting Police Reserve Officer in good standing, and 2) has successfully completed their Reserve Officer Field Training with the Orting Police Department, will be deemed to have successfully completed their probationary period WITH THE EXCEPTION of the period of time they are attending the Basic Law Enforcement Academy. An individual in probationary status is subject to discipline / termination without the benefit of security. The probationary status of an individual may be reduced/terminated by the Chief of Police at his/her discretion.

Promotion to a higher job classification shall be determined by the rules of the City of Orting Civil Service Commission.

When a vacancy or new position is created, a notice of such vacancy or new position shall be posted on a bulletin board for a period of five (5) working days.

Layoffs – Should it become necessary to reduce the force, Reserve Officers will be laid off prior to any layoff of an employee. Ability and qualifications shall be used to determine the layoff order. Where ability and qualifications are equal, layoff shall be determined by seniority. Each employee involved shall be given two (2) weeks notice, unless circumstances of the layoffs are beyond the control of the Employer.

Recall from Layoff – Employees shall be recalled from layoff in reverse order of their layoff, provided the employee is qualified to perform the duties previously assigned. An employee who is not recalled within eighteen (18) months of the layoff shall lose all recall rights.

ARTICLE 4 GUILD SECURITY

Guild Security – All employees who are members of the Guild on the effective date of this Agreement shall remain members in the Guild. All future employees shall, as a condition of employment, become members of the Guild within thirty-one (31) days after being employed.

ARTICLE 5 HOLIDAYS

Holidays – The following statutory holidays shall be recognized as paid holidays:

New Year's Day	Labor Day
President's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Day after Thanksgiving Day
Day before Christmas	Christmas Day
(1) Floating Holiday	

Employees shall receive ten (10) hours holiday pay or ten (10) hours off at the regular straight time hourly rate of pay for all holidays.

If an employee works on a holiday, the employee shall be compensated at the rate of one and one-half (1 ½) times the employee's straight time hourly rate of pay for working their regularly scheduled shift. An employee who is required to work overtime during one of the listed holidays above shall receive two and one quarter (2.25) their regular rate of pay.

To be eligible for holiday compensation an employee must be employed in a paid position both before and after the holiday. Holidays shall not accrue in advance.

Holiday pay may not be converted into compensatory time.

ARTICLE 6 SICK LEAVE

Sick Leave – A limit of nine hundred and sixty (960) hours of sick leave may be accrued at the rate of eight (8) hours per month.

Permissible Use of Paid Sick Leave – The following shall be permissible use of paid sick leave:

Illness or injury which incapacitates the employee and prevents the employee from performing normal duties; or

Illness or disability due to pregnancy of the employee or conditions related thereto; or

Medical, dental or vision examinations or treatments, if an appointment cannot be scheduled during off-duty time.

Any leave pursuant to Washington State parental leave laws, RCW 49.78.

Bereavement Leave – All employees who suffer a death or serious injury in their immediate family shall be allowed up to three (3) days' off, with pay. If additional leave is necessary it may be granted, subject to the approval of the Employer and such additional bereavement leave may be deducted from accrued vacation, sick leave or leave without pay.

Immediate family shall be defined a spouse, Domestic Partner, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, step child and step parent, sister-in-law, brother-in-law and grandchildren and grandparents on both sides.

ARTICLE 7 VACATION

Vacation – Regular full-time employees shall earn vacation time on the following basis, and, except in the case of first year employees:

	Hours per pay period	Hours per year
1 year's service	3 hours	72 hours
2 through 4 years' service	4 hours	96 hours
5 through 7 years' service	5 hours	120 hours
8 through 10 years' service	5.67 hours	136 hours
11 years' service	6 hours	144 hours
12 years' service	6.33 hours	152 hours
13+ years' service	6.67 hours	160 hours

Employees may accumulate up to two hundred forty (240) hours of vacation time to be taken as it was earned, providing Employer and employee execute a written consent to said excess accrual.

Any employee voluntarily terminating employment, who provided two weeks notice is laid off, or who retired (medical or normal service) with the exception of first year employees, shall be paid for vacation time accrued to date of termination.

Upon successful completion of the Police Academy and one (1) year of service the employee may request vacation.

Employee shall select vacation time in order of seniority within their department. Where an employee chooses to split vacation into two or more periods, no second or third choice may be made until all other employees have made their first selection or second selection respectively. The Employer will post a department vacation roster on or about November 15th, and will reserve the right to make final changes or modifications depending on bona fide operational requirements.

ARTICLE 8 HOURS OF WORK

Work Week – The work week shall consist of forty (40) hours with four (4) consecutive ten hour shifts followed by three (3) consecutive days off. Shift schedule rotations should occur on the first day of April and October each year. The bidding rules are to be determined by the Guild. The bid process shall begin no later than February 15th for the April rotation and August 15th for the October rotation. Any work performed in excess of ten (10) hours per day or forty (40) hours per week shall be compensated for at the rate of time and one-half (1 ½) the employee's regular straight time hourly rate of pay. The use of vacation, holiday, sick leave and compensatory time shall, for the purposes of overtime calculation, constitute hours worked. Overtime shall be offered to regular employees first and will only be offered to reserves if the overtime shift is not filled by a regular employee. A regular employee has the ability to bump a reserve that has signed up for a shift up to seventy-two (72) hours before the scheduled shift.

In the event that twelve (12) hour shifts are implemented, any work performed in excess of twelve (12) hours a day or forty (40) hours per week shall be compensated for at the rate of time and one-half (1 ½) the employee's regular straight time hourly rate of pay.

Call-out – When an employee is called out for work after their normal work hours they shall receive a minimum of two (2) hours compensation at one and one-half (1½) times their regular rate of pay. If the Employee is called out during a scheduled vacation, their compensation shall be a minimum of four (4) hours at one and one-half times their regular straight time hourly rate of pay.

Compensatory Time – Employees may accrue up to eighty (80) hours of compensatory time. Such time shall be schedule by mutual agreement between the employee and Employer.

ARTICLE 9 Out of Classification Pay

Employees who are formally assigned (by the Mayor or designee) the work of a higher paid classification shall be compensated at a rate of pay within the higher classification that represents an increase over the employee's current rate of pay when any such assignment of duties exceeds ten (10) working days.

ARTICLE 10 Discipline

Whenever the Employer intends to administer a written reprimand, a suspension without pay, demotion or dismissal of an employee for just cause, the Employer shall give written notice to the employee clearly identifying the proposed discipline. The notice of proposed discipline shall include:

The specific reason(s) for the alleged personnel action and an attached copy of supporting materials relied upon by the Employer for proposing the discipline.

A statement that the employee has a right to answer orally or in writing or both and to furnish affidavits and other documentary evidence in support of the answer;

The amount of time allowed for the employee to answer and a statement that consideration shall be given to extending the time if the employee requests an extension and provides sufficient reason for the request.

ARTICLE 11 Employee Rights

Employee Protection – All employees within the bargaining unit shall be entitled to the following protection:

Application of Discipline – Any formal discipline of employees shall be applied by the Employer. Discipline may include documented: oral warnings, written warnings, suspension or discharge for just cause. No employee covered by this Agreement shall formally discipline another employee, provided however, nothing in this Article shall prevent such employee from directing the workforce when so assigned by the Employer.

An employee subject to discipline shall be afforded the right to have the Guild Representative present, if requested.

Any document which may relate to disciplinary action shall be signed by the affected employee prior to placement of such document in the employee's personnel file. Items not bearing such signature shall have no evidentiary value in a discipline hearing.

Investigations and Interrogations – The employee shall be informed in writing, of the nature of the investigation and whether the employee is a witness or a suspect before any interrogation commences, including the name, address and other information necessary to reasonably apprise the employee of allegations of such complaint.

Any interrogation of an employee shall be at a reasonable hour, when employee is on duty unless the exigencies of the investigation dictate otherwise. Where practicable, interrogations shall be scheduled for the daytime.

The interrogation (which shall not violate the employee's Constitutional rights) shall take place at an Employer's facility, except when impractical. The employee shall be afforded an opportunity and facilities to contact and consult privately with the Guild Representative before being interrogated. The Guild Representative shall be present during the interrogation, if requested.

The questioning shall not be overly long and the employee shall be entitled to such reasonable intermissions as the employee shall request for personal necessities, telephone calls, and counseling.

The employee shall not be subjected to any offensive language, nor shall the employee be threatened with dismissal, transfer or other disciplinary punishment as a guise to attempt to obtain the employee's resignation, nor shall the employee be intimidated in any other manner. No promises or rewards shall be made as an inducement to answer questions.

All employees may request a representative of their choosing to be present during a departmental investigation. The cost of such representative shall be paid by the employee requesting representation.

Polygraph Tests – No employee shall be required to take or be subjected to any polygraph as a condition of continued employment.

Substance Abuse Tests – No employee, except those employees required by state or federal law, shall be required to take or be subjected to any random alcohol or drug testing as a condition of continued employment. Post-accident testing and testing for probable cause are permissible under this section.

ARTICLE 12 LABOR-MANAGEMENT COMMITTEE

Labor Management – The Employer and the Guild agree that a need exists for closer cooperation between labor and management, and further, from time to time suggestions and complaints of a general nature affecting the Guild and the Employer require consideration. To accomplish this objective, the Employer and the Guild agree that no more than two (2) duly authorized employee representatives of the Guild shall function as one-half (1/2) of a Labor-Management Committee, the other half being no more than two (2) certain representatives of the Employer named for that purpose. The committee shall meet periodically for the purpose of discussing and facilitating the resolution of all problems which may arise between the parties.

Should the Guild and Employer mutually agree to change, add, or delete any provision of this agreement, such change shall be set forth in an Appendix to this Agreement.

ARTICLE 13 HEALTH/DENTAL/LIFE/DISABILITY/EAP - INSURANCE

2014 Medical Health Plans will be Health First or Group Health (\$15 Copay plan); Employer Premiums 100% paid for employees;

Health First - employee pays \$80 per month for each eligible family member and not to exceed \$160 per month;

Group Health – Employee pays \$60 per month for each eligible family member and not to exceed \$120 per month.

2015 Medical Health Plans: Effective July 1, 2015, (or as soon thereafter as administratively possible) the plan will be AWC Health First 250, with a premium share of \$0.00 for employee only; \$80.00 for the first dependent; and \$160.00 maximum for two or more dependents.

2016 Medical Health Plans: Effective January 1, 2016, the plan will be AWC Health First 250, with a premium share of \$0.00 employee only; \$100.00 for the first dependent; and \$200.00 maximum for two or more dependents.

The Dental and Vision Plan is offered through Washington State Council of County & City Employees – Health & Welfare Trust: Dental Plan - X (Ten) Vision Care Plan - 1

2014 - 2016 - Dental and Vision: Premiums 100% paid for employees. The employee will pay \$20 per month for each dependent not to exceed \$40 per month.

Employee Assistance Program – The Employer shall make available the AWC Employee Assistance Plan (EAP) for all full time employees, and shall continue to pay one hundred (100%) percent of the premium.

Long-Term Disability – The Employer shall make available the AWC Plan B long-term disability program underwritten by Standard Insurance Company for all full-time employees, and shall continue to pay one hundred (100%) percent of the premium.

Life – The Employer shall make available the AWC Life Insurance in the amount of ten thousand (10,000) dollars for all full time employees, and shall continue to pay one hundred (100%) percent of the premium.

ARTICLE 14 CLOTHING

The Employer shall provide the following equipment and uniforms for members of the police department:

Handcuffs/key

Ammunition cases

Baton, PR-24; or A.S.P with employee provided certification

Ballistic vest

2 Short Sleeved Uniform Shirts

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OC Spray	2 Long Sleeved Uniform Shirts
Holster	2 Pair Uniform Trousers
Utility belt and accessories	1 Utility Jacket
Tie & Tie Bar	1 Jumpsuit
Service Weapon	

All items will be issued on a hand receipt and signed for by the individual officer involved.

Replacement of any of the above uniform items shall be based on fair wear and tear as determined by the employer.

ARTICLE 15 GRIEVANCE PROCEDURES

Grievance Definition – For the purpose of this provision, the term “grievance” means any dispute by the Guild against the Employer with respect to an alleged violation of an express term or provision of the Agreement and to address alleged improper or inappropriate disciplinary action against an employee. Probationary employees may not use the grievance procedure to appeal disciplinary action.

Employees grieving disciplinary action may utilize the established Civil Services procedure or the contractual grievance procedure. Once the procedure is initiated, access to the other shall be deemed to have been waived.

A grievance may be initiated with the Employer within thirty (30) calendar days of the Guild’s or grievant’s knowledge of the alleged violation, but in no event may a grievance be initiated after ninety (90) calendar days of the alleged violation or disciplinary action taken.

Procedure

Step One: Oral Discussion – Employees may notify their supervisor of the grievance and then, if they so desire, shall discuss the grievance with the Guild Representative. If the Guild Representative considers the grievance to be valid, then the employee and/or the Guild Representative will contact the Chief of Police to effect a settlement of the complaint.

Step Two: Written Submission – If the grievance is not resolved to the Guild’s satisfaction at Step One, the Guild shall submit the grievance in writing to the Mayor or designee. The written grievance shall contain the specific Article/Section allegedly violated, any and all relevant facts, and the remedy requested. The Mayor or designee shall render a written decision within fifteen (15) calendar days.

Step Three: Arbitration – The Guild may appeal an adverse decision of the Mayor or designee to a neutral arbitrator. The Guild shall give written notice to the Employer of its intent to submit

a grievance to arbitration within thirty (30) calendar days of the Mayor's decision. The Guild shall, within ten (10) calendar days of the Guild's request to arbitrate, requesting a Public Employment Relations Commission (PERC) staff arbitrator.

The decision of the arbitrator shall be made in writing after the conclusion of testimony and shall be final and binding by both parties.

The cost of the arbitrator shall be borne equally by the Employer and the Guild, and each party shall bear the cost of presenting its own case. Either party may request that a stenographic record of the hearing be made. The party requesting such record shall bear the cost thereof, provided however, if the other party requests a copy, such cost shall be shared equally.

Failure of the grievant or the Guild to meet any of the above time limits shall cause the grievance to be deemed abandoned.

ARTICLE 16 – PAYROLL AND PAYROLL DEDUCTION

Upon receipt of written signed authorization, the Employer shall deduct in the manner provided by law, Guild dues and assessments from wages of its employees, and remit such deductions each month to the Guild's central office.

The pay period for employees shall be semi-monthly. Pay dates shall be on the 5th and 20th of each month. Should either the 5th or 20th fall on a City recognized holiday or on a Saturday or Sunday, said pay date will be the last work day preceding the weekend or City recognized holiday.

The Guild shall hold the Employer harmless from any claims filed by any bargaining unit employee arising out of the Guild membership and payroll deduction provisions of this Agreement.

ARTICLE 17 MANAGEMENT RIGHTS

Direction of Workforce – The Guild recognizes the prerogative of the Employer to operate and manage its affairs in all respects in accordance with its lawful mandate, and the powers of authority which the Employer has not specifically abridged, delegated, or modified by this Agreement are retained by the Employer, including but not limited to the right to contract services of any and all types. The direction of its working force is vested exclusively in the Employer. This shall include, but not be limited to, the rights to (a) direct employees; (b) hire, promote, transfer, assign and retain employees; (c) suspend, demote, discharge, or take legitimate disciplinary action against employees for just cause; (d) relieve employees from duty because of lack of work or other legitimate reasons; (e) maintain the efficiency of the operation entrusted to the city; (f) determine methods, means and personnel by which such operation are to be conducted; and (g) take any actions necessary in conditions of emergency regardless of prior

commitments, to carry out the mission of the agency; provided, however, that items (a) through (g) shall not conflict with the city ordinances, personnel rules and the terms of this Agreement.

Employer Rules and Regulation – The Employer shall have the right to make such reasonable direction, rules and regulations as may be deemed necessary by the Employer for the conduct and the management of the affairs of the Employer, and the Guild agrees that the employees shall be bound by and obey such directions, rules, and the regulations insofar as the same do not conflict with the terms of the contract.

Application of Rules – Rules shall be applied in a fair and equitable manner to all employees. Rules and regulation shall be made available by the Employer in writing to all employees.

ARTICLE 18 – GUILD REPRESENTATION – ACCESS TO EMPLOYEES

The Staff Representative of the Guild shall be allowed access to all facilities of the City wherein the employees covered under this contract may be working for the purposes of investigating grievances, provided such Representative or steward does not interfere with the normal work process. No Guild member or officer shall conduct any internal Guild business on City time and no Guild meetings will be on City time.

The Employer agrees that employees covered by this Agreement shall not be discharged or discriminated against for upholding lawful Guild principles or for performing duties authorized by the Guild so long as these activities do not interfere with normal work processes of the Employer.

Bulletin Boards – The Employer shall provide suitable, no-public space for the Bargaining Unit to use a bulletin board in each City building staffed by bargaining unit employees. Postings by the Bargaining Unit on such boards shall be confined to official business of the Guild.

ARTICLE 19 NONDISCRIMINATION

It is mutually agreed that there shall be no unlawful discrimination because of lawful Guild activity, race, creed, color, religion, sex, age, marital status, national origin or physical, mental or sensory handicaps that do not prevent proper performance of the job, unless based upon a bona fide occupational qualification. The Guild and management representatives shall work cooperatively to assure the achievement of equal employment opportunity. Furthermore, employees who feel they have been unlawfully discriminated against shall be encouraged to use the grievance procedure set up under this Agreement prior to seeking relief through other channels.

ARTICLE 20 STRIKES OR LOCKOUTS

During the term of this Agreement, neither the Guild nor any employee shall cause, engage in, sanction, encourage, direct, request, or assist in a slow-down, work stoppage, interruption of work strike of any kind, including a sympathy strike, against the Employer. The Guild and its

representatives will undertake every reasonable measure to prevent and/or terminate all such strikes, slow-downs, or stoppage of work. The Employer may discipline or discharge any employee who violates this Article. This remedy shall not be exclusive of any other remedy available to the Employer. The sole question which may be processed through the grievance and arbitration procedure in the event of discipline or discharge for violation of this Article is whether in fact the employee did violate this Article. During the term of this Agreement, the Employer shall not cause, permit, or engage in any lockout of its employees. Both the employee and Employer shall comply with State Law as prescribed by the Revised Code of Washington 41.56.120 and 41.56.490.

ARTICLE 21 COMPLETE AGREEMENTS

The Agreement expressed herein in writing constitutes the entire Agreement between the parties. All matters not specifically covered in the Agreement shall be deemed to have been raised and disposed of as if specifically covered herein. It is agreed that this document contains a full and complete Agreement on all bargainable issues between the parties hereto and for all whose benefit this Agreement is made, and no party shall be required during the term of this Agreement to negotiate or bargain upon any issue except as otherwise specified herein. While those Letters of Intent executed concurrent with this Agreement are not specifically part of this Agreement, they represent a continuing intent of the Employer to abide with their terms during this Agreement. The parties agree that no changes in wages, hours, or working conditions shall be made without negotiating such changes as required by law.

ARTICLE 22 APPENDIX PROVISIONS, WAGES AND CLASSIFICATIONS

Appendix Provisions – The classifications, hourly rates of pay and department specific provisions are set forth in the attached appendices and, by reference herein are made a part of this Agreement.

ARTICLE 23 EMPLOYEE DEFINITIONS

Regular Full-Time Employee – A regular full-time employee is defined as an employee who has completed the probationary period and works forty (40) hours per week.

Regular Part-Time Employee – Should the Employer anticipate hiring regular part-time employees to do bargaining unit work, the Employer shall meet with the Guild to discuss wages and benefits.

ARTICLE 24 PREMIUM PAY

Longevity – Longevity pay shall be added to the employee's base pay according to the following schedule: Lateral hires one (1) year of full time police officer services shall compute to one (1) year toward City longevity pay up to a maximum of 5 years:

Upon completion of 8 years of service 2.0% base pay

Upon completion of 13 years of service 3.0% of base pay

Upon completion of 18 years of service 4.0% of base pay

Upon completion of 23 years of service 5.0% of base pay

Education Incentive - Any employee who has earned an Associate Degree in a job related field of study as determined by the Employer, shall receive two and one half (2.5%) percent of their base monthly wage.

Any employee who has earned a Bachelor's Degree in a job related field of study as determined by the Employer, shall receive five (5%) percent of their base monthly wage.

Any employee who has earned a Masters Degree in a job related field of study, as determined by the Employer, shall receive seven and one half (7.5%) percent of their base monthly wage.

This education incentive will be based on transcripts or other reports from accredited colleges, universities, or approved training schools provided by the officer. This incentive pay will not be available to probationary employees.

Specialty Assignment Pay – An employee assigned to the Detective position shall receive a three (3%) percent premium over their regular rate of pay. An employee assigned as a field-training officer shall receive a three (3%) percent premium over their regular rate of pay. An employee who is a certified DRE (drug recognition expert) shall receive a three (3%) premium over their regular rate of pay. An employee can receive no more than two specialty pays at a time and must have completed probation to receive specialty pay.

ARTICLE 25 SAVINGS CLAUSE

In the event that any portion of this Agreement is in violation of any law not existing or hereinafter adopted, the remaining provisions shall remain in full force and effect.

ARTICLE 26 DURATION

This agreement shall take effect upon the signatures of the Employer and the Guild and shall remain in full force and be effective from January 1, 2014 through December 31, 2016.

Signed this 15 day of May, 2015.

CITY OF ORTING

By:

Honorable Joachim Pestinger, Mayor



City of Orting / Orting Police Guild
Collective Bargaining Agreement 2014 - 2016

ORTING POLICE GUILD

By:

Title GUILD PRESIDENT

By:


EDWARD TURNER
Title GUILD VICE-PRESIDENT

Appendix A – COLA

- A.2 Each step in the wage matrix shall be twelve (12) months in duration. Progression through the steps of the wage matrix shall be based on satisfactory performance as evidenced by the employee's annual evaluation.
- A.3 Employees who are promoted to a higher range shall be placed into a step within the new range that represents an increase over the rate from which they were promoted.
- A.4 Effective January 1, 2014 the rates of pay set forth in section B.1 shall be increased by 2.25%.
- A.5 Effective January 1, 2015 the rates of pay set forth in section B.1 shall be increased by an amount equal to one hundred (100%) of CPI-U for the Greater Seattle Metropolitan Area from June 2013 to June 2014, by a minimum of 2%.
- A.6 Effective January 1, 2016 the rates of pay set forth in section B.1, shall be increased by an amount equal to one hundred (100%) of CPI-U for the Greater Seattle Metropolitan Area from June 2014 to June 2015, by a minimum of 2%.
- A.7 Effective as soon as administratively possible, the City will eliminate the first two steps on the wage scale (Steps A and B).

Appendix B.1: Wage Matrix
2013 Wage Matrix

Step	A	B	C	D	E	F	G	H
Range								
24	\$24.73	\$25.47	\$26.24	\$27.02	\$27.83	\$28.67	\$29.53	\$30.41
28	\$27.83	\$28.67	\$29.53	\$30.41	\$31.33	\$32.27	\$33.23	\$34.23

Appendix B.1: 2014 Wage
Matrix 2.25% Increase

Step	C	D	E	F	G	H
Range						
24	\$26.83	\$27.63	\$28.46	\$29.31	\$30.19	\$31.10
28	\$30.19	\$31.10	\$32.03	\$32.99	\$33.98	\$35.00

Appendix B.1: 2015
Wage Matrix - 2%
Increase

Step	C	D	E	F	G	H
Range						
24	\$27.36	\$28.18	\$29.03	\$29.90	\$30.80	\$31.72
28	\$30.80	\$31.72	\$32.67	\$33.65	\$34.66	\$35.70