

Project title: Authorize the Mayor to sign the Collective Bargaining Agreement with Everett Police Management Association (EPMA) for 2021-2022.

Council Bill #**Agenda dates requested:**

1/20/21

Briefing

Proposed action

Consent

Action 1/20/21

Ordinance

Public hearing

Yes No **Budget amendment:**Yes No **PowerPoint presentation:**Yes No **Attachments:****Department(s) involved:**

Human Resources

Police Department

Contact person:

Kandy Bartlett

Phone number:

425-257-8767

Email:

kbarlett@everettwa.gov

Initialed by:*KB*

Department head

Administration


 Council President
Consideration:**Project:** EPMA Collective Bargaining Agreement**Partner/Supplier:****Location:****Preceding action:****Fund:** 031**Fiscal summary statement:**

The cost of the 2021 wage increase associated with this EPMA collective bargaining agreement is within the 2021 Police Budget and no budget amendment will be needed.

Project summary statement:

The current EPMA Collective Bargaining Agreement, which covers Police Lieutenants and Captains (eleven budgeted employees), expired December 31, 2020. The City and EPMA reached an agreement on the successor agreement in late December. Highlights of the agreement include:

- Increase employee share of medical contributions to 15% for HMA Traditional or Kaiser (currently 10%)
- 2% COLA 2021
- Maintain wage differential between Police Sergeant and Members of EPMA for future years; 4% COLA in 2022 to maintain the differential
- Change longevity to percentage to maintain differential with EPOA (1.5%-2.5%)
- Increase deferred compensation from 1.7% to 2.3% (lieu of social security, maintain differential with EPOA)
- Increase Sick Leave Cash-out to 100% if member dies in the line of duty (currently 50%)
- EPMA will receive a bank of holiday hours (120 hours) vs. actual holidays off (consistent with EPOA and IAFF contracts), the employee can cash out unused holiday hours in December

Recommendation (exact action requested of Council): Approve the 2021-2022 Collective Bargaining Agreement between the City and EPMA.