

MEMORANDUM OF UNDERSTANDING

by and between
CITY OF BELLEVUE, WASHINGTON
and
BELLEVUE POLICE SUPPORT GUILD

New Positions in BPSG

This Memorandum of Agreement (“Agreement”) is entered into by and between the City of Bellevue (“the City”) and the Bellevue Police Support Guild (“the Union”) collectively referred to herein as the “Parties.”

Background:

The City established two new job classifications not covered in the Parties’ existing Collective Bargaining Agreement (CBA), the Police Support Senior Administrative Assistant and the Victim Advocate classifications.

The Parties’ CBA recognizes that the bargaining unit includes “all regular, full and part-time employees working in positions listed in Appendix A and as referenced by case 20744-E-06-3197.” Case 20744-E-06-3197 describes the unit as all “ALL FULL-TIME AND REGULAR PART-TIME NON-COMMISSIONED EMPLOYEES OF THE CITY OF BELLEVUE POLICE DEPARTMENT, EXCLUDING SUPERVISORS, CONFIDENTIAL EMPLOYEES AND ALL OTHER EMPLOYEES.”

Those employed in the new classifications will be full-time, regular non-commissioned employees of the City of Bellevue Police Department and will not be supervisors or confidential employees as defined by state law.

The Parties’ CBA Article 12, Section 1 states that “Should it become necessary to establish a new job classification within the bargaining unit during the term of this Agreement, the Employer may designate a job classification title and salary for the classification. The salary for a new classification within the bargaining unit shall be subject to negotiations at such time as the salaries for the subsequent year are negotiated or six (6) months after the classification is established, whichever is the earlier.”

Accordingly, the Parties hereby agree to the following:

1. The Parties agree that employees hired into the new classifications discussed in this Agreement as full-time, regular non-commissioned employees will be covered by the existing terms of the Parties’ CBA.
2. The City shall update the list of classifications on the “D” pay plan as follows:
 - a. The Parties have negotiated and agree that a “Police Support Senior Administrative Assistant” classification shall be placed on the “D” pay plan effective May 1, 2024 at grade 29.
 - b. The Parties have negotiated and agree that a “Victim Advocate” classification shall be placed on the “D” pay plan effective January 1, 2025, at grade 29.
 - c. The Parties agree that this Agreement properly establishes the salaries for these new classifications consistent with Article 12.1 of the current collective bargaining agreement.

3. The City shall create new job codes and new job titles and may move employees hired or reclassified into the new classifications and new job codes after they become effective after January 1, 2025 or retroactive to May 1, 2024.

4. The City and the Union agree that any dispute regarding the interpretation or application of any provision of this Agreement will be resolved using the grievance procedure outlined in the CBA. This provision is not intended to expand the scope of subject matters ordinarily subject to the grievance procedure under the CBA and applicable law.

AGREED,

| Name | Representing | Signature | Date |
|-----------------------------|------------------|------------------------------------|-----------|
| Shawna Gibson, Ph.D. | BPSG | Signed by: <i>Shawna Gibson</i> | 1/23/2025 |
| Joseph Todd, Dep. City Mgr. | City of Bellevue | Signed by: <i>Joe Todd</i> | 1/23/2025 |

Approved as to Form:

Signed by:
Kathleen Kline

Kathleen Kline, Assistant City Attorney