

MEMORANDUM OF UNDERSTANDING

by and between

THE CITY OF SEATTLE

and the

Seattle Police Management Association

FILED
CITY OF SEATTLE
2015 FEB 24 PM 12:33
CITY CLERK

WHEREAS, Ordinance 122943 authorized a collective bargaining agreement between the City of Seattle, hereinafter "City" and the Seattle Police Management Association, hereinafter the "Association" for the time period of January 1, 2009 through December 31, 2011; and

WHEREAS, A Memorandum of Agreement to resolve an Unfair Labor Practice (PERC #22950-U-10-05851) was executed on May 28, 2010, with regard to amending premium pays in Appendix A.6 of the collective bargaining agreement for specific Captain assignments and the implementation thereof; and

WHEREAS, the City and the Association have voluntarily entered into negotiations on wages, hours and working conditions and have come to the following agreement:

1) Term of Agreement

The Existing collective bargaining agreement between the City and the Association authorized under Ordinance 122943 shall be amended so that the duration of the collective bargaining agreement extends through December 31, 2013.

2) Amendment to the Existing Agreement

All wages, hours and working conditions shall continue as expressed in the collective bargaining agreement that commenced on January 1, 2009 and the subsequent Memorandum of Agreement executed on May 28, 2010, with the exception of the following items:

- A) Effective January 4, 2012, the wages of all classifications in Appendix A shall be increased by 3.7%.

B) Effective January 2, 2013, the wages of all classifications in Appendix A shall be increased by 2.7%.

3) Health Care Committee ("HC2")

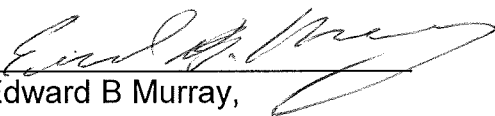
Consistent with the Healthcare Committee Memorandum of Agreement, HC2 will continue to address increases in the cost of healthcare by working together to evaluate and make changes to healthcare plans where appropriate.

SIGNED this 10th day of DECEMBER 2014.

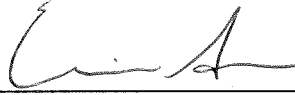
Executed under the Authority
of Ordinance No. 124621

FOR THE CITY OF SEATTLE

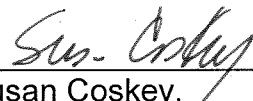
FOR THE SEATTLE POLICE MANAGEMENT
ASSOCIATION



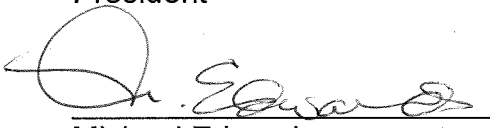
Edward B Murray,
Mayor



Eric Sano,
President



Susan Coskey,
SDHR Director



Michael Edwards
Secretary



David Bracilano,
Labor Relations Director



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Title of Document:	Memorandum of Understanding by and between the City of Seattle and Seattle Police Management Association through 12/31/13
Document Number:	N/A
Authorizing or Related Legislation:	Ordinance 122943
For Council Consideration?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
SMC or other statute / policy requiring filing with the City Clerk See chart on InWeb 'What to File' page: http://inweb/legislative_dep/WhatToFile.htm #AllDepartments	City Charter Article IV, Section 13
Other identifying Numbers: (Related projects, permits, etc.)	N/A
Street address and abbreviated legal description:	N/A
Actions to be taken by the City Clerk's Office:	File