

ORDINANCE No. 113723

*Law Department*

COUNCIL BILL No. 106483

**The City of Seattle--Legislative**

AN ORDINANCE authorizing a collective bargaining agreement between The City of Seattle and Seattle Police Officers' Guild, effective through August 31, 1989, superseding inconsistent ordinances, and providing payment therefor.

**REPORT OF COMMITTEE**

Honorable President:

Your Committee on \_\_\_\_\_

to which was referred the within Council Bill No. \_\_\_\_\_  
report that we have considered the same and respectfully recommend

CONTROLLER FILE No. \_\_\_\_\_

|  |                                    |
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| Introduced: <b>NOV 2 1987</b>              | By: <b>EXECUTIVE REQUEST</b>       |
| Referred: <b>NOV 2 1987</b>                | To: <i>Finance &amp; Personnel</i> |
| Referred:                                  | To:                                |
| Referred:                                  | To:                                |
| Reported:                                  | Second Reading: <b>NOV 23 1987</b> |
| Third Reading: <b>NOV 23 1987</b>          | Signed: <b>NOV 23 1987</b>         |
| Presented to Mayor: <b>NOV 24 1987</b>     | Approved: <b>NOV 30 1987</b>       |
| Returned to City Clerk: <b>NOV 30 1987</b> | Published:                         |
| Vetoed by Mayor:                           | Veto Published:                    |
| Passed over Veto:                          | Veto Sustained:                    |

REC'D OMB NOV 24 1987



\_\_\_\_\_  
Committee Chair

*Law Department*

## The City of Seattle--Legislative Department

### REPORT OF COMMITTEE

Date Reported  
and Adopted

Honorable President:

Your Committee on \_\_\_\_\_

to which was referred the within Council Bill No. \_\_\_\_\_  
report that we have considered the same and respectfully recommend that the same:

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Committee Chair

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ORDINANCE 113723

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AN ORDINANCE authorizing a collective bargaining agreement between The City of Seattle and Seattle Police Officers' Guild, effective through August 31, 1989, superseding inconsistent ordinances, and providing payment therefor.

WHEREAS, a collective bargaining agreement between the City and Seattle Police Officers' Guild, as the representative of certain City employees, expired on August 31, 1987; and

WHEREAS, said employees continued to work after August 31, 1987, on condition that the subject of their wages was and continued to be negotiated during collective bargaining; and

WHEREAS, collective bargaining has led to an agreement concerning wages and other conditions of employment between the City and Seattle Police Officers' Guild; Now, therefore,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Director of Personnel and recommended by the Mayor in the materials attached hereto, the Mayor is hereby authorized for and on behalf of the City to execute a collective bargaining agreement with the Seattle Police Officers' Guild, effective through August 31, 1989, substantially in the form attached hereto and identified as "Agreement by and between The City of Seattle and Seattle Police Officers' Guild," with Appendix "D" thereto setting forth the rates of pay for the classes of positions listed therein effective September 1, 1987.

Section 2. Effective September 1, 1987, the following assignment-level titles are hereby established:

Police Officer - Hostage Negotiator

Police Sergeant - Hostage Negotiator

Section 3. Effective September 1, 1987, the rates of compensation of the designated positions and assignments in the Police Department shall be as follows:

Police Officer                      \$2319 - 2486 - 2599 - 2700 - 2835

Police Sergeant                    \$3124 - 3260

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Incremental salary attached to certain positions:

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|---|-------|
| Police Officer - Detective                        | \$ 85 |
| Police Sergeant - Detective                       | \$ 85 |
| Police Officer - Detective - Bomb Squad           | \$227 |
| Police Sergeant - Detective - Bomb Squad          | \$227 |
| Police Officer - Detective - Homicide             | \$142 |
| Police Sergeant - Detective - Homicide            | \$142 |
| Police Officer - Diver                            | \$ 85 |
| Police Sergeant - Diver                           | \$ 85 |
| Police Officer - Motorcycle                       | \$ 85 |
| Police Sergeant - Motorcycle                      | \$ 85 |
| Police Officer - Radio Dispatcher                 | \$ 85 |
| Police Sergeant - Radio Dispatcher                | \$ 85 |
| Police Officer - Chief Communications Dispatcher  | \$142 |
| Police Sergeant - Chief Communications Dispatcher | \$142 |
| Police Officer - Canine                           | \$ 85 |
| Police Sergeant - Canine                          | \$ 85 |
| Police Officer - ERT                              | \$ 85 |
| Police Sergeant - ERT                             | \$ 85 |
| Police Officer - Patrol                           | \$ 43 |
| Police Sergeant - Patrol                          | \$ 43 |
| Police Officer - Hostage Negotiator               | \$ 85 |
| Police Sergeant - Hostage Negotiator              | \$ 85 |

Section 4. The Police Department is hereby authorized to use unexpended and unencumbered salary funds accumulating in the 1987 budget to pay the compensation authorized in Sections 1 and 3. The City Comptroller is authorized to draw and the City Treasurer to pay the warrants drawn for the compensation authorized in Sections 1 and 3.

Section 5. The Salary Ordinance and any other ordinance insofar as inconsistent herewith are hereby superseded.

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(To be used for all Ordinances except Emergency.)

Section 6. Execution and delivery of the collective bargaining agreement authorized in Section 1 hereof and any act consistent with the authority and prior to the effective date of this ordinance are hereby ratified and confirmed.

Section 7. This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the 23<sup>rd</sup> day of November, 1957  
and signed by me in open session in authentication of its passage this 23<sup>rd</sup> day of November, 1957.

Approved by me this 30<sup>th</sup> day of November, 1957  
Charles P. Ryan  
Mayor.

Filed by me this 30<sup>th</sup> day of November, 1957.

Attest: Howard G. Brooks  
City Comptroller and City Clerk.

(SEAL)

Published .....

By Margaret Carter  
Deputy Clerk.

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CSB 6.1.9

AGREEMENT

By and Between

THE CITY OF SEATTLE

and

SEATTLE POLICE OFFICERS' GUILD

Effective through August 31, 1989

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AGREEMENT  
By and Between  
THE CITY OF SEATTLE  
and  
SEATTLE POLICE OFFICERS' GUILD

PREAMBLE

The rules contained herein constitute an Agreement between the City of Seattle, hereinafter referred to as the Employer and the Seattle Police Officers' Guild, hereinafter referred to as the Guild, governing wages, hours, and working conditions for certain members of the Seattle Police Department.

The City and the Guild agree that the purpose of this Agreement is to provide for fair and reasonable compensation and working conditions for employees of the City as enumerated in this Agreement, and to provide for the efficient and uninterrupted performance of municipal functions. This Agreement has been reached through the process of collective bargaining with the objective of serving the aforementioned purposes and with the further objective of fostering effective cooperation between the City and its employees.

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## ARTICLE I - RECOGNITION AND BARGAINING UNIT

Section 1. The Employer recognizes the Guild as the exclusive representative of all sworn police officers of the Seattle Police Department up to and including the rank of Sergeant for the purposes of bargaining with the Employer.

Section 2. The elected President, Vice President, Secretary-Treasurer, and members of the Board of Directors of the Guild are recognized by the Employer as official representatives of the Guild empowered to act on behalf of members of the unit for negotiating with the Employer.

Section 3. The President, Vice President, and Secretary-Treasurer or their designated alternate shall be the liaison between members of the bargaining unit and the Seattle Police Department.

Section 4. Guild Presidency. Effective January 1, 1988, at the Guild's option, the City will assign the police officer or sergeant who is elected Guild President to work in the Guild office on a full-time basis. This is with the clear understanding that the City will submit regular monthly bills to the Guild, and the Guild will reimburse the City in full for the salary and cost of all City-paid benefits received by the Guild President. The City will not pay for or contribute to any compensation items or benefits, including pension benefits, for the President if such contribution is deemed to be illegal because the President is not an employee on active police duty.

Section 5. It is recognized that the governing body of the Guild may be required to absent themselves from their regular duties while participating in negotiations. The City retains the right to restrict such release time when an unusual condition, such as but not limited to, riots, civil disorder, earthquake, or other event exists and such release from regular assignments would create a manpower shortage.

- a. The Employer shall afford Guild representatives a reasonable amount of time while on duty status to consult with appropriate management officials and/or aggrieved employees, to post Guild notices and distribute Guild literature not of a political nature and to meet with the recruit class during a time arranged by the Employer; provided that the Guild representative and/or aggrieved employees contact their immediate supervisors, indicate the general nature of the business to be conducted, and request necessary time without undue interference with assignment duties. Time spent on such activities shall be recorded by the Union representative on a time sheet provided by the supervisor. Guild representatives shall guard against use of excessive time in handling such responsibilities.
- b. The Employer reserves the right to determine the total amount of specific hours of official time which will be approved for Guild officials to conduct Guild business on duty time.
- c. Upon sufficient notification, the Employer shall grant Guild officers a special leave of absence with pay to attend official labor conventions or conferences to the extent that such leave does not interfere with the reasonable needs of the Police Department. Said absences shall not exceed 10 consecutive days per meeting, and the sum total of all such absences shall not exceed 120 workdays in any contract year. The Guild shall reimburse the Employer for the hourly rate of pay including longevity and specialty pay for such time said Guild officers spend on special leave of absence; and such reimbursement shall be due quarterly.
- d. Time off for contract negotiations shall be handled in accordance with Article XVII, Section 2, of this Agreement.

Section 6. Employees in the bargaining unit shall be given one day off without pay to attend Guild meetings during working hours provided one day advance notification is given. The City retains the right to restrict such release time.

Section 7. The Guild officials shall furnish Police Administration in writing and shall maintain with Police Administration on a current basis a complete list of authorized Stewards and duly elected or appointed officials and the area they serve.

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ARTICLE II - UNION MEMBERSHIP AND DUES

Section 1. Each regular full-time employee within the bargaining unit whose most recent date of employment with the City of Seattle commences on or after the signing of this Agreement shall, within thirty (30) days following the date of employment within the unit, be required, as a condition of employment, to either join the Guild or contribute an amount equivalent to the regular monthly dues of the Guild to the Guild or contribute a like amount to the Police Charity Fund or non-religious charity. When contributed to the Police Charity Fund, the amount shall be reported monthly to the Guild and the City by the Police Charity Organization.

Employees, by the above language, have the option of either:

- a. Joining the Seattle Police Officers' Guild
- b. Paying an amount equivalent to the regular dues to the Police Charity Fund
- c. Paying an amount equivalent to the regular dues to the Guild without any membership rights.
- d. In accordance with RCW 41.56.122(1) employees covered by this Agreement who are forbidden from joining a labor organization based on bona fide religious tenets or teaching of a church or religious body of which such employee is a member shall pay an amount of money, equivalent to regular Guild dues and initiation fee, to a non-religious charity or to another charitable organization mutually agreed upon by the employee and the Guild.

The employee shall furnish written proof that such payment has been made. If the employee and the bargaining representative do not reach agreement on such matter, the Public Employment Relations Commission shall designate the charitable organization.

All employees who are members of the Guild on the effective date of this Agreement shall, as a condition of employment, be required to remain members of the Guild during the term of this Agreement.

Failure by an employee to abide by the above provision shall constitute cause for discharge of such employee; provided that it is expressly understood and agreed that the discharge of employees is governed by applicable provisions of State Law, City Charter and Civil Service Rules which provisions are paramount and shall prevail; provided, further, that when an employee fails to fulfill the above obligation, the Guild shall provide the employee and the City with thirty (30) days' notification of the Guild's intent to initiate discharge action, and during this period the employee may make restitution in the amount which is overdue.

Section 2. Neither party shall discriminate against any employee or applicant for employment because of membership in or non-membership in the Guild. Guild officers and past Guild officers shall be afforded all protection under applicable State Laws. Provided, however, that this clause shall not restrict the Guild from providing internal, Guild-sponsored benefits to Guild members only.

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Section 3. The City agrees to deduct from the pay check of each employee, who has so authorized it, the regular initiation fee, regular monthly dues and assessments uniformly required of members of the Guild or amounts contributed to the Police Charity Fund in lieu of Guild dues. The amounts deducted shall be transmitted twice each month to the Guild on behalf of the employees involved. Authorization by the employee shall be on a form approved by the parties hereto and may be revoked by the employee upon request. The performance of this function is recognized as a service to the Guild by the City.

Section 4. The Guild agrees to indemnify and save harmless the City from any and all liability resulting from the dues check-off system, unless caused by the City's willful negligence.

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ARTICLE III - DISCIPLINARY AND GRIEVANCE PROCEDURES

Section 1. The parties agree that discipline is a command function, and that the Department may institute a disciplinary procedure. So much of said procedure that relates to the right of an employee to a hearing and the mechanics thereof are attached as Appendix "A" and incorporated into this Agreement by this reference; provided, however, that notwithstanding the hearing procedure enumerated in Appendix "A," it is understood that if deemed appropriate by the Chief of the Department discipline or discharge may be implemented immediately.

Section 2. There shall be established a "grievance" procedure. This procedure shall be in accordance with the grievance procedure attached as Appendix "B" and incorporated into this Agreement by this reference.

Section 3. The parties agree that a Conference Board shall be established in accordance with Appendix "C" and incorporated into this Agreement by this reference.

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## ARTICLE IV - EMPLOYMENT PRACTICES

Section 1. Working Out of Classification. Any employee who is assigned by written directive to perform all of the duties of a higher paying classification and/or assignment for a continuous period of one (1) day or any portion thereof or longer shall be paid at the first pay step of the higher position for each day worked at the higher classification and/or assignment.

Section 2. Personnel Files. The Personnel files are the property of the Employer. The Employer agrees that the contents of the personnel files, including the personal photograph, shall be confidential and shall restrict the use of information in the files to internal use by the Police Department or other police agencies. This provision shall not restrict such information from becoming subject to due process by any court or administrative tribunal. It is further agreed that information shall not be released to outside groups without the approval of the Chief of Police and the individual employee when practicable.

Section 3. Rehires. In the event an employee leaves the service of the Employer and within the next two years the Employer re-hires said former employee in the same classification to which assigned at date of termination, such employee shall be placed at the step in the salary range which he occupied at the time of the original termination. Such previous time worked shall be included for the purpose of determining eligibility for service steps; in addition, the Chief of the Seattle Police Department may also grant vacation credits in accordance with the rehired Officers' past service time.

Section 4. Non-discrimination. It is agreed by the Employer and the Guild that the City and the Guild are obligated, legally and morally, to provide equality of opportunity, consideration and treatment to all members employed by the Seattle Police Department in all phases of the employment process and will not discriminate against any employee by reason of race, creed, color, sex, national origin, religious belief, marital status or sexual orientation.

Section 5. Indefinite Suspensions. On indefinite suspensions used for investigative purposes which do not result in termination of employment or reduction in rank, the resultant punishment shall not exceed thirty (30) days including the investigative time incorporated within the indefinite suspension. However, if an employee has been charged with the commission of a felony, the employer may indefinitely suspend that employee beyond thirty (30) days as long as the length of such suspension is in accord with all applicable Public Safety Civil Service Rules. An employee covered by this Agreement shall not suffer any loss of wages or benefits while on indefinite suspension if a determination of: exonerated, unfounded, or not sustained is made by the Chief of Police. In those cases where an employee covered by this Agreement appeals the disciplinary action of the Chief of Police to the Civil Service Commission, the Chief of Police shall abide by the decision of such Commission or any final Court decision resulting from an appeal of the Civil Service Commission determination as provided by law with regard to back pay or lost benefits.

Section 6. The Police Department has the right to require all bargaining unit members to take the current weight and blood pressure tests at least once a year.

Section 7. Seattle Center Employee Parking. Employees who are assigned to work at the Seattle Center and who desire parking privileges shall pay twenty dollars (\$20.00) a month for parking during working hours only, or twenty-five dollars (\$25.00) a month for parking during working hours and all other hours.

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## ARTICLE V - HOURS OF WORK AND OVERTIME

Section 1. Hours of Duty. The normal work week for members affected by this Agreement shall be the equivalent of forty (40) hours per week on an annualized basis. The normal work day shall be eight (8) hours a day, including mealtime. For purposes of an eight (8) hour day in the Patrol Division, employees shall be allowed to return to assigned station no more than fifteen (15) minutes prior to the end of the assigned shift, to check out and finish shift completion tasks. Overtime shall not commence until the conclusion of the assigned shift. The normal schedule for employees other than those in the Patrol Division and the Communications Center shall be five (5) days worked and two (2) days off during a seven (7) day period. The normal schedule for employees in the Patrol Division and the Communications Center shall be six (6) consecutive days worked followed by two (2) consecutive days off, adjusted to provide 104 furlough days per year. An employee may, subject to administrative approval, elect to work a normally scheduled furlough day and take that day off at a later time. Except in the event of annual Seafair events, the Goodwill Games in 1990, unusual occurrence, civil disorder or national disaster, no employee shall be required over his objection to work in the excess of six (6) consecutive days. In the case of annual Seafair events and the Goodwill Games in 1990, the Department will first ask for volunteers to work overtime to supplement staffing; then assign bargaining unit members working a five days on, two days off schedule to work overtime if more staffing is required; before, finally, assigning overtime to employees in the Patrol Division. When employees are assigned overtime for Seafair events or the Goodwill Games, those with the highest serial numbers will be called on first.

(In the event Judicial Action, the Congress, or the U.S. Department of Labor renders a decision exempting municipal police from the Fair Labor Standards Act, Article V, Section 1, will revert to language and practices in effect on August 31, 1985).

Section 2. Overtime. Except as otherwise provided in this Article, employees on a five (5) day schedule shall be paid at the rate of time and one-half (1½) for all hours worked in excess of eight (8) in one (1) day or forty (40) in one (1) scheduled week, and employees on a six (6) day schedule shall be paid at the rate of time and one-half (1½) for all hours worked in excess of eight (8) in one (1) day and for all hours worked on a scheduled furlough day.

The Employer and the Guild agree that some training classes and/or seminars will be offered, sponsored, and controlled by organizations other than the Seattle Police Department, and attended by officers from other law enforcement agencies. In such cases where the schedule of training requires a nine (9) hour day (with one hour for lunch), such schedule will be worked without additional compensation.

Section 3. Overtime Minimum Pay. In the event overtime is not an extension either at the beginning or end of a normal shift, the minimum pay shall be four (4) hours at the time and one-half (1½) rate. In the event an individual is called back to work overtime or for a Court appearance, he shall not normally be required to perform duties unrelated to the particular reasons for which he was called back to duty. In the event an employee has, by his own action, failed to submit reports, statements, etc., concerning an event during his previous tour of duty and has failed to have reports properly approved by his supervisor, then and in that event the City will not be obligated to pay any callback or overtime payments; nor shall the City be obligated to make any overtime payments when employees by their own action fail to properly perform other assigned duties. Callbacks of an employee will be made only when it is impractical to fulfill the purpose of the callback at the employee's next regular shift. There will be no pyramiding of callback overtime pay within a four (4) hour period.



**Section 4. Overtime Pay for Court Appearances.** The following schedule depicts minimum time allowed for court appearances or at any pre-trial hearing or conference. Any additional time beyond the minimums will be paid hour-for-hour.

- a. If the session starts less than three and one-half (3½) hours before or after their shift, it will be considered a shift extension for court. Officers will be compensated for the amount of time spent before or after their shift.
- b. If the session starts three and one-half (3½) or more hours before or after their shift, compensation will be for a minimum of four (4) hours.
- c. Officers on scheduled furlough, vacation or holiday, and subpoenaed for court or otherwise called in for court-related hearings, shall receive a minimum of four (4) hours overtime at the rate of time and one-half their regular rate of pay. All other court time shall be at the regular rate of pay, except that court or court-related appearances that are scheduled during the first or last three and one-half (3½) hours of a scheduled furlough, vacation or holiday shall be compensated at time and one-half the officer's regular rate of pay. "Furlough" shall be defined as that period of off time which falls between the end of the last regularly scheduled shift of one regular work week and the beginning of the first shift of the next regularly scheduled work week.
- d. For Morning Court: Officers, may, at their option and with supervisory approval, be relieved four (4) hours before their normal shift is completed in lieu of overtime or officers may be relieved two (2) hours before their normal shift is completed and be eligible to receive two (2) hours overtime.

Officers who are called in on their days off for Court time shall receive a minimum of four (4) hours pay at time and one-half of their regular rate of pay.

**Section 5. Compensatory Time.** An employee, subject to Administrative approval, may have any earned overtime paid on the basis of compensable time off. Excluding Court overtime, all such compensable time off shall be at time and one-half (1½).

**Section 6. Standby.** The Employer and the Guild agree that the use of off-duty standby time shall be minimized consistent with sound law enforcement practices and the maintenance of public safety. Off duty standby assignments shall be for a fixed predetermined period of time. Employees formally placed on off duty standby status shall be compensated on the basis of fifty percent (50%) of straight time pay. If the employee is actually called back to work, the off duty standby premium shall cease at that time. Thereafter, normal overtime rules shall apply.

- a. Standby time at the 50% rate shall be defined as that period of time during which an officer or detective is required by the Employer to remain at home in a state of readiness to respond to a summons to duty and for which discipline may attach for failure to respond.

- b. Effective September 1, 1984, the standby rates will be 10% unless otherwise provided in this section. Standby time at the 10% rate will be defined as that period of time during which an officer or detective is required to respond to a summons to duty and for which discipline may attach for failure to respond.
- c. Effective September 1, 1984 sergeants currently assigned to Homicide will remain at the 50% standby rates and the 3% Specialty Pay rates for the remainder of their tenure in Homicide. Newly assigned sergeants in that unit will come under the new 10% Standby rates and the new 5% Specialty Pay provisions.
- d. The Employer and the Guild agree that the issuance of a bell boy communicator to an employee does not always constitute placing the employee on standby status. It is agreed that no employee shall be restricted in his/her movement or activities by the issuance of the communicator. It is agreed that the Homicide Unit will be on standby at the 10% rate for 8 hours per day unless a third shift is implemented and that the Bomb Squad will be on standby and will be issued a bell boy. Other units will be assigned standby as directed by the Employer consistent with sound law enforcement practices and will be minimized consistent with the needs of public safety.
- e. In the case of riot or other large scale disturbance or incident requiring mass police presence, employees placed on standby shall be compensated at the rate of 50% for each hour on standby.

Section 7. During the term of this Agreement a joint committee shall be established upon the written request of the Guild or the Employer to explore the pros and cons of innovative shifts.

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ARTICLE VI - SALARIES

Section 1. Salaries to be paid by the City to employees in the bargaining unit during the period of this Agreement are set forth in Appendix D of this Agreement.

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## ARTICLE VII - DEPARTMENTAL WORK RULES

Section 1. Notification of Changes. The Employer agrees to notify the Guild in advance of significant anticipated departmental changes or hearings affecting working conditions of employees covered by this Agreement, and conferences in good faith shall be held thereon before such changes are placed in effect. For illustrative purposes, such changes would include but are not limited to changes in working hours, expansion or reduction of major services, and community relations programs. Transfers, re-assignments, and emergency situations shall be excepted from this provision.

Survey reports, such as the IACP Report, received by the Employer and the information contained therein are considered confidential management information. Such reports shall be disseminated if significant changes in working conditions as outlined in this section are contemplated or if, in the judgment of the Chief of Police, the advice and counsel of the Guild leadership would serve the best interest of the Seattle Police Department. Nothing in this Section shall be construed to limit, restrict, or reduce the management prerogatives outlined in this Agreement.

Section 2. Clothing Allowance. Employees shall purchase clothing and equipment in accordance with department standards. When uniforms or equipment are to be modified, such changes shall be discussed with the Guild, who shall forward their input to the Chief of Police. Any employee hired on or after September 1, 1985, shall be paid \$500.00 for the cost of said items after completion of the academy and appointment as a sworn officer. In addition, each employee shall be paid \$400.00 annually beginning with eighteen (18) months of service from the employee's date of hire to cover the cost of replacement of said items. The Employer agrees to provide a fund to repair or replace clothes or equipment damaged in the line of duty.

Section 3. Work Rotation. The rotation of personnel between shifts shall be minimized within the limitations of providing an adequate and efficient work force at all times.

- a. Except as provided below, the Employer will not arbitrarily change nor reschedule furlough days or scheduled hours of work in order to prevent the payment of overtime to an employee.
- b. In certain specialized units (Traffic, Crime Specific, K-9, Mounted, Intelligence), there may be a need for personnel to work hours other than those normally worked. In such cases, a 72-hour prior notification shall be given when changing work schedules, otherwise the pertinent overtime provision will apply. Except in emergencies, personnel will not be required to work sooner than eight (8) hours following completion of the previous shift.
- c. Except for the last sentence, the provisions of Section 3b above shall not apply to traffic control work at Kingdome events.

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Section 4. No police officer shall be required to work without a firearm except as provided below:

- a. The employer may require a police officer to work for up to ten (10) days without a firearm in a position that does not require dealing with the public in person.
- b. Within that ten (10) day period the officer will receive a psychological evaluation, at the departments expense, and the results of that evaluation will determine continuation of the officer's temporary assignment. This position would not be considered to be a limited duty assignment.

Section 5. Bulletin Boards. The Seattle Police Officers' Guild shall be entitled to maintain one (1) bulletin board in a conspicuous place in each outlying Police Precinct, the Operations Bureau and the Detective Division.

Section 6. Menial Tasks. The Employer shall not require an employee to perform work defined as janitorial in nature. An employee shall be responsible for the appearance of his work area, vehicle and other assigned equipment; provided further, an employee shall be responsible for the proper condition of his uniform, weapons and other items of personal equipment in his care and possession.

Section 7. Sickness/Serious Injury in the family. In the event of a sudden, unexpected, disabling illness, injury or condition to a member of the immediate family of an employee, said employee will be entitled to such release time as is reasonably necessary to stabilize the employee's family situation. Such release time may be granted by the employee's immediate supervisor for a period of up to two (2) days; provided, however, that any additional release time must be approved by the Employer or his designated representative. The employee will, upon request, provide the necessary documentation to establish the nature and duration of the emergency.

Section 8. Employees covered by this agreement shall be allowed to engage in off-duty employment subject to departmental off-duty work rules in effect September 1, 1980.

- a. The Employer and Guild agree that effective September 1, 1984 ownership or partial ownership in a private security business will be prohibited; provided, however, any employee engaged in such business prior to that date will not be subject to this prohibition.

Section 9. It is agreed that non-sworn personnel shall neither be dispatched to, nor assigned as a primary unit to, investigate any criminal activity.

Section 10. Except for unusual circumstances, an employee who is to be transferred for thirty (30) days or longer by the Employer from one Unit, Shift (Day, Evening, Night) and/or Watch to another shall be given at least four (4) calendar days notice prior to the effective date of the transfer.

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## ARTICLE VIII - HOLIDAYS

Section 1. Employees covered by this Agreement shall be allowed twelve (12) holidays off per year with pay, or twelve (12) days off in lieu thereof, at the discretion of the Chief of Police and Ordinance 97220 as amended, and all others in conflict herewith are hereby superseded. A holiday shall be defined as commencing at 2000 hours on the day preceding the actual date of the holiday and ending at 2000 hours on the date of the holiday.

- a. The Employer and the Guild agree that for Christmas and New Years the holiday hours for Homicide, Robbery, Harbor and Communications shall commence at 1600 hours on the day preceding the actual holiday and end at 1600 hours on the day of the holiday.

Section 2. Employees covered by this Agreement who are scheduled to work during the holiday time periods enumerated below shall be compensated at the rate of one and one-half (1½) times their regular hourly rate of pay for each hour worked during said period; provided, however, there shall be no pyramiding of the overtime and holiday premium pay.

Washington's Birthday  
Memorial Day  
Independence Day (July 4th)  
Labor Day  
Thanksgiving Day  
The day immediately following Thanksgiving Day  
Christmas Day  
New Years Day  
Martin Luther King, Jr.'s Birthday

Section 3. Whenever an employee has actually worked a holiday covered in Section 1 of this Article and the employee has not been given a day off with pay in lieu thereof and the employee is subsequently prevented from taking such a day off during that calendar year because of illness, injury or department work schedule, the employee may carry over to the next succeeding year such unused holiday time, or the Employer may compensate the employee at his straight time hourly rate for said holiday time; provided, however, that in either case the total number of holidays carried over or paid shall not exceed the number of months remaining in the year at the onset of such illness or injury; provided further, the employee has made a conscientious effort to use his holiday time off.

Section 4. When an employee is on disability leave or sick leave and a holiday occurs, he/she shall be marked holiday on the timesheet.

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ARTICLE IX - VACATIONS

Section 1. Annual vacations with pay shall be granted to eligible employees computed at the rate shown in Section 3 for each hour on regular pay status as shown on the payroll, but not to exceed eighty (80) hours per pay period; except in the case of employees who work a six (6)/two (2) schedule whose work hours are equivalent to eighty (80) hours biweekly on an annualized basis.

Section 2. "Regular pay status" is defined as regular straight-time hours of work plus any paid time off. At the discretion of the Employer, up to one hundred and sixty (160) hours per calendar year of unpaid leave of absence may be included as service for purposes of accruing vacation.

Section 3. The vacation accrual rate shall be determined in accordance with the rates set forth in Column No. 1. Column No. 2 depicts the corresponding equivalent annual vacation for a regular full-time employee. Column No. 3 depicts the maximum number of vacation hours that can be accrued and accumulated by an employee at any time.

| <u>COLUMN NO. 1</u>     |                 | <u>COLUMN NO. 2</u>      |                     | <u>COLUMN NO. 3</u> |     |
|-------------------------|-----------------|--------------------------|---------------------|---------------------|-----|
| <u>ACCRUAL RATE</u>     | <u>Vacation</u> | <u>EQUIVALENT ANNUAL</u> |                     | <u>MAXIMUM</u>      |     |
| <u>Hours on Regular</u> | <u>Earned</u>   | <u>VACATION FOR</u>      |                     | <u>VACATION</u>     |     |
| <u>Pay Status</u>       | <u>Per Hour</u> | <u>Years of</u>          | <u>Working Days</u> | <u>BALANCE</u>      |     |
|                         |                 | <u>Service</u>           | <u>Per Year</u>     | <u>(HOURS)</u>      |     |
| 0 through 08320 ..      | .0460           | 0 through 4 ..           | 12                  | (96)                | 192 |
| 08321 through 18720 ..  | .0577           | 5 through 9 ..           | 15                  | (120)               | 240 |
| 18721 through 29120 ..  | .0615           | 10 through 14 ..         | 16                  | (128)               | 256 |
| 29121 through 39520 ..  | .0692           | 15 through 19 ..         | 18                  | (144)               | 288 |
| 39521 through 41600 ..  | .0769           | 20 .....                 | 20                  | (160)               | 320 |
| 41601 through 43680 ..  | .0807           | 21 .....                 | 21                  | (168)               | 336 |
| 43681 through 45760 ..  | .0846           | 22 .....                 | 22                  | (176)               | 352 |
| 45761 through 47840 ..  | .0885           | 23 .....                 | 23                  | (184)               | 368 |
| 47841 through 49920 ..  | .0923           | 24 .....                 | 24                  | (192)               | 384 |
| 49921 through 52000 ..  | .0961           | 25 .....                 | 25                  | (200)               | 400 |
| 52001 through 54080 ..  | .1000           | 26 .....                 | 26                  | (208)               | 416 |
| 54081 through 56160 ..  | .1038           | 27 .....                 | 27                  | (216)               | 432 |
| 56161 through 58240 ..  | .1076           | 28 .....                 | 28                  | (224)               | 448 |
| 58241 through 60320 ..  | .1115           | 29 .....                 | 29                  | (232)               | 464 |
| 60321 and over .....    | .1153           | 30 .....                 | 30                  | (240)               | 480 |

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Section 4. An employee who is eligible for vacation benefits shall accrue vacation from the date of entering City service or the date upon which he/she became eligible and may accumulate a vacation balance which shall never exceed at any time two (2) times the number of annual vacation hours for which the employee is currently eligible. Accrual and accumulation of vacation time shall cease at the time an employee's vacation balance reaches the maximum balance allowed and shall not resume until the employee's vacation balance is below the maximum allowed; provided, however, any employee whose vacation balance on January 2, 1985 exceeds the maximum allowed may retain the excess balance and accrue additional vacation at the appropriate rate through December 31, 1985, after which date all vacation hours in excess of the maximum vacation balance allowed for in Section 3 and 4 shall be lost, and further accrual and the maximum vacation balance shall be in accordance with the provisions of this Article without benefit of the 1985 grace period proviso.

Section 5. Employees may, with Employer approval, use accumulated vacation with pay after completing one thousand forty (1040) hours on regular pay status.

Section 6. In the event that the Employer cancels an employee's already scheduled and approved vacation leaving no time to reschedule such vacation before the employee's maximum balance will be reached, the employee's vacation balance will be permitted to exceed the allowable maximum and the employee shall continue to accrue vacation for a period of up to three months if such exception is approved by both the Chief of Police and the Personnel Director in order to allow rescheduling of the employee's vacation. In such cases the Chief of Police shall provide the Personnel Director with the circumstances and reasons leading to the need for such an extension. No extension of this grace period will be allowed.

Section 7. "Service year" is defined as the period of time between an employee's date of hire and the one-year anniversary date of the employee's date of hire or the period of time between any two consecutive anniversaries of the employee's date of hire thereafter.

Section 8. The minimum vacation allowance to be taken by an employee shall be one-half (1/2) of a day or, at the discretion of the Chief of Police, such lesser fraction of a day as shall be approved by the department head.

Section 9. (a) An employee who retires or resigns or who is laid off after more than six (6) months service shall be paid in a lump sum for any unused vacation he/she has previously accrued.

Section 9. (b) "Resign" for purposes of this Section shall be defined as the employee giving two (2) weeks prior written notice of such intent to resign.

Section 10. Upon the death of an employee in active service, pay shall be allowed for any vacation earned in the preceding year and in the current year and not taken prior to the death of such employee.

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Section 11. An employee granted an extended leave of absence which includes the next succeeding calendar year shall be paid in a lump sum for any unused vacation he/she has previously accrued or, at the Employer's option, the employee shall be required to exhaust such vacation time before being separated from the payroll.

Section 12. An employee who quits or is dismissed for cause shall be paid in a lump sum for any vacation earned in the preceding year and not taken prior to separation from the City service, but not for the current year. An employee shall be considered to have quit, as opposed to resigned, when he/she gives less than two (2) calendar weeks' written notice to the City of the date of his/her voluntary termination of City employment.

Section 13. Where an employee has exhausted his/her sick leave balance, the employee may use vacation for further leave for medical reasons only with prior approval of the Chief of Police. In all other instances, employees must use all accrued vacation prior to beginning a leave of absence.

Section 14. The Chief of Police shall arrange vacation time for employees on such schedules as will least interfere with the functions of the department but which accommodate the desires of the employees to the greatest degree feasible.

Section 15. In the event that an employee becomes seriously ill or seriously injured while he/she is on vacation, and it can be established that the employee is incapacitated due to the illness or injury, the day or days that he/she is sick under these circumstances shall be carried as sick rather than vacation, and he/she will for all purposes be treated as though he/she were off solely for the reason of his/her illness or injury. Upon request of the Employer, the employee shall submit medical documentation of the illness or injury from the attending physician.

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ARTICLE X - PENSIONS

Pensions for employees and contributions to pension funds will be governed by the Washington State Statute in existence at the time.

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## ARTICLE XI - MEDICAL COVERAGE

Section 1. Medical coverage shall be provided in accordance with the laws of the State of Washington, R.C.W. 41.20.120 and/or R.C.W. 41.26.150.

Section 2. For employees covered by this Agreement who were hired before October 1, 1977, and are covered by State Statute R.C.W. 41.26, the City will provide a medical care program, as established by the City, for the dependents of eligible employees pursuant to Ordinance 102498, as amended.

Section 3. For employees covered by this Agreement who are not covered by State Statute R.C.W. 41.26 or who are hired on or after October 1, 1977, and who are not entitled to medical coverage under State Statute R.C.W. 41.26, the City shall provide a medical care program, as established by the City, for eligible employees and their eligible dependents.

Section 4. For the calendar years 1988 and 1989 during the term of this Agreement, the City shall pay one hundred percent (100%) of the King County Blue Shield Plan's monthly premium for the medical care programs cited in Sections 2 and 3, now funded by the City. The maximum monthly medical premiums per covered employee, including his/her dependents, the City will assume will be the premium rates established for each calendar year during the term of this agreement.

Section 5. For the calendar years 1988 and 1989 during the term of this agreement, the City shall pay eighty percent (80%) of the Group Health Cooperative Plan's monthly premium and eighty percent (80%) of the Pacific Health Plan's monthly premium for the medical care programs cited in Sections 2 and 3, now funded by the City. Employees that subscribe to the Group Health Cooperative Plan or to the Pacific Health Plan shall pay the remaining twenty percent (20%) of the monthly premium cost for each calendar year during the term of this Agreement.

The City will provide a vision care benefit under the Group Health Cooperative Insurance Plan. The City shall pay eighty percent (80%) of the additional cost for providing this benefit for the calendar years 1988 and 1989. Employees that subscribe to the Group Health Cooperative Plan shall pay the remaining twenty percent (20%) of the additional cost for this benefit for the calendar years 1988 and 1989.

Section 6. Effective January 1, 1985 the basic/major medical benefit plan structure of the King County Blue Shield Plan shall be replaced by a comprehensive benefit plan structure as follows:

- a) Life time maximum benefit: \$1,000,000
- b) Benefits are paid at 80% of usual, reasonable and customary charges up to \$2,000 per person during each calendar year; then are paid at 100% of usual and customary charges for the remainder of the year.

Inpatient alcoholism and psychiatric treatment are limited to \$2,000 per year; outpatient psychiatric treatment is paid at 50% to \$500 per year.

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c) Deductible: \$100 per covered person per calendar year. If three or more covered family members satisfy \$300 in eligible deductible expenses in a calendar year, no further deductible will be required from any family members during that calendar year. The deductible is payable by the employee before any benefits of the plan, as described above, are payable.

d) The above medical plan will include vision care and chiropractic care.

Section 7. Effective on or after September 1, 1987, the City has the right to implement a comprehensive utilization review program under the King County Blue Shield Plan, consistent with the one that was agreed to with other represented City employees as of that date. This program would consist of the following elements:

- Pre-admission notification and review.
- Mandatory outpatient surgery.
- Second surgical opinion.
- Continued stay review.
- Catastrophic case management.
- Discharge planning.

Section 8. Effective on or after September 1, 1987, the City has the right to implement certain benefit deductions on prescriptions and emergency room charges under the Group Health Cooperative Insurance Plan, consistent with the benefit deductions that were agreed to with other represented City employees as of that date.

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ARTICLE XII - DENTAL CARE

Section 1. Pursuant to Ordinance 100862, as amended, the City shall provide a dental care program, as established by the City, for eligible employees and their dependents.

Section 2. For the calendar years 1988 and 1989, the City shall pay one hundred percent (100%) of the monthly premium for the dental care program now funded by the City. The maximum monthly dental premiums per covered employee, including his/her dependents, the City will assume will be the premium rates established for the calendar year 1988 and 1989.

Section 3. The Employer shall provide through its dental care plan orthodontic coverage for dependents under the age of 19. This benefit shall provide 50% of the usual, customary and reasonable charges for orthodonture work, up to a maximum of \$1,000 in benefits for each eligible dependent. For example, if the orthodonture bill is \$1,400, the dental program will pay \$700.

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## ARTICLE X - SICK LEAVE AND LONG TERM DISABILITY

Section 1. Employees covered by this Agreement who are not covered by State Statute R.C.W. 41.26 shall receive sick leave benefits provided to other City employees under Ordinance 88522 as amended, and as provided in Section 10 below.

Section 2. Employees covered by this Agreement hired on or after October 1, 1977, who are not entitled to disability leave under State Statute R.C.W. 41.26, shall be granted sick leave benefits as provided under Ordinance 88522, as amended and as provided in Section 10 below. Upon retirement or death, twenty five percent (25%) of an employee's unused sick leave credit accumulation can be applied to the payment of health care premiums, or to a cash payment at the straight-time rate of pay of such employee in effect on the day prior to the employee's retirement.

Section 3. For employees covered by this Agreement who were hired on or after October 1, 1977, and who are not covered by State Statute RCW 41.26 for non-occupational disability leave, the City will make available a long term disability program concerning non-occupational accidents or illnesses as established by the City.

Initially, the long term disability program shall be provided via an insurance policy with Standard Insurance Company under Policy 441446. However, it is understood that Policy 441446 or any alternative insurance policy is not part of this Agreement but that this Agreement only obligates the City to provide the major long term disability benefits covered by the initial policy. Any disagreement over the terms of such an insurance policy shall not be subject to the grievance procedure contained herein, but such disagreement shall be subject to other remedies provided by law.

Section 4. The long term disability program cited in Section 3 above shall be a group plan requiring mandatory participation by all eligible employees. Each eligible employee's share of the cost shall be contributed through payroll deduction pursuant to authorization by the Seattle Police Officers' Guild in its capacity as the representative of the affected employees.

Section 5. The cost of the long term disability program shall be shared by each eligible employee and the City on an equal basis--fifty percent (50%) each.

Section 6. During the term of this agreement, the City may, at its discretion, change or eliminate the insurance carrier for any of the long term disability benefits covered by Section 3 above and provide an alternative plan either through self insurance or another insurance carrier.

Section 7. During the term of this Agreement, if the insurance carrier providing the long term disability benefits covered by Section 3 above is unable or unwilling to continue to provide coverage or to maintain a major long term disability benefit in effect on January 1, 1982, or seeks a premium increase above existing rates, the City shall have the option of 1) continuing the long term disability program through self insurance, 2) changing insurance carriers, 3) officially reopening negotiations with the Guild over whether or not to continue to provide long term disability coverage and, if so, with what benefits or 4) continuing to provide long term disability through the existing insurance carrier. If option number 3 is selected by the City, said negotiations shall commence no later than thirty (30) calendar days after the City has given the Guild written notice of its intent to renegotiate the long term disability program cited in this Article.

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Section 8. The long term disability benefits covered by Sect. 3 above do not have to remain exactly the same as the benefits in effect on January 1, 1982, and the language or any changes thereto in the insurance policy providing for long term disability benefits need not be negotiated with the Guild; provided, however, the substance of the major long term disability benefits in effect as of January 1, 1982, shall remain substantially the same unless changed pursuant to Section 7, option 3, of this Article or future labor negotiations.

Section 9. The long term disability program as covered by Sections 3 through 8 of this Article and the City's obligation thereunder shall become null and void if 1) the state or federal government offers non-occupational disability coverage to affected employees or mandates that the City make available coverage for non-occupational disabilities or 2) the City and any police officers covered by the long term disability provisions under this Article are required to participate in the federal Social Security program.

Section 10. Sick Leave Incentive. Effective September 1, 1986, employees covered by this Agreement, hired on or after October 1, 1977, who are not entitled to disability leave under State Statute R.C.W. 41.26, shall be eligible for the following sick leave incentive program:

- a) Employees who use no sick leave in a payroll year, shall have sixteen (16) hours of additional sick leave credited to their account for the next year;
- b) Employees who use two (2) days or less of sick leave in a payroll year, shall have twelve (12) hours of additional sick leave credited to their account for the next year;
- c) Employees who use four (4) days or less of sick leave in a payroll year, shall have eight (8) hours of additional sick leave credited to their account for the next year.

Such incentive sick leave shall be subject to all rules, regulations and restrictions as normally earned sick leave, except as provided below.

- d) Incentive sick leave may be used only after all regular sick leave has been used.
- e) Incentive sick leave may not be cashed out or applied to the payment of health care premiums pursuant to Section 2 above.
- f) If an employee is absent from work due to an on duty injury or illness or a leave of absence, for thirty (30) days or more, the amount of incentive sick leave that can be potentially earned will be proportionally reduced.

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ARTICLE XIV - FALSE ARREST INSURANCE

Section 1. The City shall provide false arrest insurance either through self- insurance or an insurance policy which conforms to the policy attached hereto as Appendix E and incorporated into the Agreement by this reference. It is the intent of the parties to provide no less benefits for false arrest insurance than currently enjoyed by members of the bargaining unit. Administration of the plan will be in accordance with prior practice or as mutually agreed upon in writing.

Section 2. The Exclusions section of Policy No. PL-8703 shall be amended as follows:

6, d., paragraph 3.

It is further understood and agreed that coverage is specifically included to cover active Police Officers on "off duty" activities while in the performance of a legitimate law enforcement function as reflected by the inclusion of the Seattle Police Officers Guild and any member in good standing as a Name Insured;

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## ARTICLE XV - MANAGEMENT RIGHTS

Section 1. The Guild recognizes the prerogatives of the Employer to operate and manage its affairs in all respects in accordance with its responsibilities and powers of authority.

Among such rights is the determination of the methods, processes and means of providing police service, including the increase, or diminution, or change of operations, or police equipment, in whole or in part, including the introduction of any and all new, improved, automated methods of equipment, the assignment of employees to specific jobs, the determination of job content and/or job duties and the combination or consolidation of jobs; provided, however, in exercise of such rights, it is not intended any other provision of this contract providing a specific benefit or perquisite to the Police Officer shall be changed, modified, or otherwise affected, without concurrence of the Guild. In establishing and/or revising performance standards, the Employer shall, prior to final formalization and effectuation, place them on an agenda of the Conference Board for consideration and discussion, and shall give the Guild sufficient time and opportunity to study them and consult its members thereon.

Section 2. Subject to the provisions of this Agreement, the Employer has the right to schedule work as required in a manner most advantageous to the department and consistent with requirements of municipal employment and the public safety.

Section 3. It is understood by the parties that every incidental duty connected with operations enumerated in job descriptions is not always specifically described.

Section 4. Subject to the provisions of this Agreement, the Employer reserves the right:

- (a) To recruit, hire, assign, transfer or promote members to positions within the department;
- (b) To suspend, demote, discharge, or take other disciplinary action against members for just cause;
- (c) To determine methods, means, and personnel necessary for departmental operations;
- (d) To control the departmental budget;
- (e) To determine reasonable rules relating to acceptable employee conduct.
- (f) To take whatever actions are necessary in emergencies in order to assure the proper functioning of the department; and
- (g) To manage and operate its Departments except as may be limited by provisions of this Agreement.

ARTICLE XVI - PERFORMANCE OF DUTY

Section 1. Nothing in this Agreement shall be construed to give an employee the right to strike, and no employee shall strike or refuse to perform his assigned duties to the best of his ability during the term of this Agreement. The Guild agrees that it will not condone or cause any strike, slowdown, mass sick call or any other form of work stoppage or interference to the normal operation of the Seattle Police Department during the term of this Agreement.

Section 2. Neither an employee nor the City will ask for or volunteer to waive any provisions of this contract, unless such waiver is mutually agreed upon by the Police Guild and the City.

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ARTICLE XVII - RETENTION OF BENEFITS

Section 1. Except as otherwise stated in this Agreement, the Employer agrees that in placing the terms of this Agreement into effect it will not proceed to cancel benefits or privileges generally prevailing for employees with knowledge of the Police Chief even though such benefits or privileges are not itemized in this Agreement.

Section 2. All benefits shall remain as they presently are, except that the Police Guild officers will not be paid by the City during negotiations. Negotiations shall be conducted on not more than one-half (½) of the Police Guild negotiating committee on-duty time, unless rescheduled by mutual agreement.

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ARTICLE XVIII - SUBORDINATION OF AGREEMENT

Section 1. It is understood that the parties hereto and the employees of the City are governed by the provisions of applicable Federal Law, State Law, and the City Charter. When any provisions thereof are in conflict with or are different than the provisions of this Agreement, the provisions of said Federal Law, State Law, or City Charter are paramount and shall prevail.

Section 2. It is also understood that the parties hereto and the employees of the City are governed by applicable City Ordinances, and said Ordinances are paramount except where they conflict with the express provisions of this Agreement.

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ARTICLE XIX - SAVINGS CLAUSE

Section 1. If any Article of this Agreement or any Addendum hereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article should be restrained by such tribunal, the remainder of this Agreement and Addendums shall not be affected thereby, and the parties shall enter into immediate collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement of such Article.

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ARTICLE XX - ENTIRE AGREEMENT

Section 1. The Agreement expressed herein in writing constitutes the entire Agreement between the parties and no oral statement shall add to or supersede any of its provisions.

Section 2. The parties acknowledge that each has had the unlimited right and opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right are set forth in this Agreement. Therefore, except as otherwise provided in this Agreement, the Employer and the Guild for the duration of this Agreement, each voluntarily and unqualifiedly, agree to waive the right to oblige the other party to bargain with respect to any subject or matter whether or not specifically referred to or covered in this Agreement.

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ARTICLE XXI - DURATION OF AGREEMENT

Section 1. This Agreement shall become effective upon signing by both parties, and shall remain in effect through August 31, 1989. Written notice of intent to amend or terminate this Agreement must be served by the requesting party upon the other party at least five (5) months prior to the submission of the City Budget in the calendar year 1989 (as stipulated in R.C.W. 41.56.440) but not more than one hundred and forty-five (145) days prior to August 31, 1989.

Section 2. Any contract changes desired by either party must be included in the opening letter described in Section 1 above and any modifications requested at a later date shall not be subject to negotiations unless mutually agreed upon by both parties in writing.

Signed this 16 day of December 1987.

SEATTLE POLICE OFFICERS' GUILD

Robert A. Shilling  
R. Alan Swenson  
Thomas J. Grubicki

CITY OF SEATTLE  
Executed under the Authority  
of Ordinance 113723.

Charles Royer  
Mayor

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APPENDIX A - DISCIPLINARY HEARING PROCEDURE

- (a) When any report of violation of Seattle Police Department rules and regulations lodged against a member has been classified as sustained and so reported to the Chief of Police and the Bureau Commander of the accused, and penalty for that infraction may result in suspension, demotion or dismissal, the Bureau Commander of the accused police officer shall immediately notify him of such fact, together with his disciplinary recommendation and his right to a disciplinary hearing, provided such right is exercised within seventy-two (72) hours.
- (b) The accused has seventy-two (72) hours from the time of notification in which to waive or exercise his right to a disciplinary hearing. In such cases a disciplinary panel may be convened by the Chief of Police despite such waiver if such a review is desired before finalizing a disciplinary decision. The accused shall notify his commanding officer within seventy-two (72) hours, otherwise he will be deemed to have waived his right to a disciplinary hearing. At this time the waiver may not be rescinded; provided, however, that in those cases where the accused has waived his right to a disciplinary hearing, following notification by his Bureau Commander of his disciplinary recommendation, the accused shall have seventy-two (72) hours to request such a hearing, following notification of the disciplinary decision made by the Chief of Police if the penalty imposed by the Chief of Police exceeds that recommended by the Bureau Commander. If the accused exercises his right to a disciplinary hearing, he shall have adequate time to prepare his defense after he has been fully informed of the nature of the charges that have been lodged against him.
- (c) The appropriate command will notify the Internal Investigation Division that the accused has waived his rights.
- (d) Disciplinary Hearing Panels:

Two panels, differently composed, will hear different kinds of complaints. Panel No. 1 has jurisdiction over all complaints which originate within the Department; Panel No. 2 has jurisdiction over all complaints that originate as citizen complaints.

1. Disciplinary Panel No. 1

The No. 1 Disciplinary Hearing Panel for internal complaints shall consist of five (5) bargaining members with the rank of lieutenant or above, except members of the Internal Investigations Division, the legal advisor, or the accused member's commanding officer, will not be eligible for appointment to the Panel.

The Chief of Police will assign four (4) members to the Panel, one of whom shall be an Assistant Chief or Major who shall be designated as the presiding officer at the hearing. Anyone from within the Department, including members of the Internal Investigations Division, but excluding the Police Legal Advisor, may be selected by the accused to serve as the fifth panel member.

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The accused officer shall have the right to challenge any member of the Panel for cause and will be allowed to exercise one preemptory challenge. Personal animosity or previous disciplinary action against the accused by a prospective panelist shall be just cause for exclusion from the Panel. The final determination of just cause shall be made by the presiding officer.

## 2. Disciplinary Panel No. 2

When a report of violation of Seattle Police Department rules and regulations, which originates from a citizen complaint, is lodged against a police officer covered by this Agreement, is classified as unfounded, exonerated or not sustained by the Internal Investigations Division, a No. 2 Disciplinary Panel, consisting of five (5) persons may be called by the Chief of Police and shall be constituted as follows: The Chief of Police shall appoint three (3) officers, one of whom shall be an Assistant Chief or Major, who shall be designated as the presiding officer of the hearing. The other two (2) persons shall sit equally as participating, but non-voting, observer members of the Panel. One observer, a police officer, shall be appointed by Seattle Police Officers' Guild, and the other observer shall be appointed by the Mayor. The civilian observer (1) shall certify to the Mayor in writing whether the citizen complaint received a full, fair and impartial hearing, and (2) may request the Chief of Police, in writing, to review the decision of the Panel.

The accused officer shall have the right to challenge any member of the Panel and/or the civilian observer for cause and will be allowed to exercise one preemptory challenge. Personal bias against the accused officer, bias against the police profession or previous disciplinary action against the accused by a prospective panelist and/or observer shall be just cause for exclusion from the Panel. The final determination of just cause shall be made by the presiding officer.

- (e) The accused will be given an opportunity to present a full and complete defense to the accusations presented at the hearing. The accused may be granted a continuance for the purpose of presenting a full and complete defense.
- (f) The accused may ask any member of the Department or an attorney for assistance in the presentation of his case, with the exception of personnel from the Internal Investigations Division or the Police Legal Advisor.
- (g) The accused may record the proceedings at his own expense.
- (h) The Guild shall be notified whenever a disciplinary hearing is scheduled. The Guild may assign any elected officer of the Guild to sit in as an observer.
- (i) Disciplinary Hearing Panels are not judicial tribunals, and any evidence pertinent to the issue may be presented. The presiding officer shall decide any question of procedure or acceptability of evidence, accepting any evidence which is reasonably relevant to the present charges. No statements made by the accused can be used against him in a criminal prosecution. The Legal Advisor may be present as an advisor on procedural matters. The Disciplinary Hearing Panels will consider the investigation reports, statements and other documents, testimony of witnesses, and such other evidence as it deems appropriate. The Panels will hear the plea of any accused who wishes to be heard and, at its discretion, may order the accused or any other member of the Department to appear.

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Upon conclusion of the presentation of evidence by both sides, the Hearing Panels will reach a verdict by secret ballot. The accused will be advised of the results of the balloting prior to implementation of any disciplinary action that may be recommended.

On the basis of its findings, the Panels will recommend one of the following actions to the Chief of Police:

- a. Further investigation with specific recommendations;
- b. Dismissal of the charge;
- c. Finding a charge not sustained;
- d. Finding a charge sustained and listing their recommendations.

If a sustained finding is made, the Disciplinary Panels will then consider previous disciplinary actions taken against the accused in determining appropriate action in the present case. The Disciplinary Panels shall not be bound by previous recommendations in determining the severity of the disciplinary action they recommend.

(j) When an accused officer is to be interviewed or is required to make a statement relative to a complaint against him/her, that officer will be apprised of:

- (1) the general or specific law(s), rule(s), regulation(s) or procedure(s) he/she is alleged to have violated, and
- (2) the general nature of the act(s) which constitutes the basis for the complaint.

Nothing in this provision shall function to limit the scope of the investigation and the accused officer is obligated to participate in and respond to questions asked during the interview or for purposes of the required statement.

Additional acts, allegations or circumstances may be made the subject of a separate interview or statement.

(k) Except for the accused, an employee ordered by the Panel Chairman to attend a Disciplinary Hearing (provided for in this Appendix) as a witness during his/her off-duty time shall be compensated in accordance with Article V, Section 4 (Overtime Pay for Court Appearances), of this Agreement.

**NOTE:** During the term of this Agreement, the parties will continue to explore through the Conference Board a mutual resolution to the problems arising from the Disciplinary Procedure.

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## APPENDIX B - GRIEVANCE PROCEDURE

**Section 1.** Any dispute between the Employer and the Guild concerning the interpretation or claim of breach or violation of the express terms of this Agreement shall be deemed a grievance. Such a dispute shall be processed in accordance with this Article. Any other type of dispute between the parties as well as disputes involving (1) matters under Article IV, Section 4, Non-discrimination, (2) Public Safety Civil Service Commission Rules or Regulation specified in this Agreement, if there be such, and (3) disciplinary/discharge action taken by the Employer shall not be subject to this Article.

**Section 2.** A grievance as defined in Section 1 of this Article shall be processed in accordance with the following procedure:

- Step 1.** Any alleged grievance shall be taken up by the aggrieved employee with his/her immediate supervisor within fifteen (15) calendar days of the alleged contract violation.
- Step 2.** If the grievance is not resolved within thirty (30) calendar days of the alleged contract violation, the aggrieved employee may, if he/she still desires to pursue the grievance, submit the grievance in writing to the Guild. If the Guild supports the grievance, it shall be reduced to written form by the Guild, stating the Section(s) of the Agreement allegedly violated and explaining the grievance in detail and the remedy sought. The Guild shall submit the written grievance to the aggrieved employee's Captain and/or Major within forty-five (45) calendar days of the alleged contract violation with a copy to the aggrieved employee's Bureau Chief and the City Director of Labor Relations.
- Step 3.** If the grievance is not resolved pursuant to Step 2 above, it shall be reduced to writing in the same manner described in Section 2. The Guild shall forward the Step 3 grievance to the City Director of Labor Relations with a copy to the Chief of Police and the Bureau Chief of the aggrieved employee within sixty (60) calendar days of the alleged contract violation. The Director of Labor Relations or his designee shall either investigate the grievance or convene a Grievance Board as described below. The Director of Labor Relations shall thereafter make a recommendation to the Chief of Police within twenty (20) calendar days of receipt of the written grievance or the adjournment of the Grievance Board. The Chief of Police shall, within ten (10) working days thereafter, provide the Guild with his/her written decision on the grievance with a copy to the City Director of Labor Relations. If a Grievance Board is convened by the Director of Labor Relations, it shall consist of:

Presiding Chairperson - City Director of Labor Relations  
or his/her designee

Member - Chief of Police or his/her designee from within  
the Police Department

Member - President of the Seattle Police Officers' Guild  
or his/her designee within the Guild

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Step 4. If the contract grievance is not settled at Step 3, either the Guild or the Employer may request the Washington State Public Employment Relations Commission to supply both parties with a list of five (5) qualified arbitrators. If no agreement is reached between the parties relative to the choice of an arbitrator from that list within fifteen (15) calendar days after receipt of said list, or the initiating party opts to bypass a PERC list of arbitrators, the contract grievance shall be referred to the American Arbitration Association for arbitration to be conducted under its voluntary labor arbitration regulations. Referral to arbitration (PERC or AAA) must be made within thirty (30) calendar days after the decision in Step 3 and be accompanied by the following information:

- 1) Identification of the Section(s) of the Agreement allegedly violated.
- 2) Details or nature of the alleged violation.
- 3) Position of the party who is referring the grievance to arbitration.
- 4) Question(s) which the arbitrator is being asked to decide.
- 5) Remedy sought.

The Parties agree to abide by the award made in connection with any arbitrable difference.

In connection with any arbitration proceeding held pursuant to this Agreement, it is understood as follows:

- (a) The arbitrator shall have no power to render a decision that will add to, subtract from, or alter, change, or modify the terms of this Agreement, and his power shall be limited to interpretation or application of the express terms of this Agreement, and all other matters shall be excluded from arbitration.
- (b) The decision of the arbitrator shall be final, conclusive and binding upon the City, the Guild and union employees involved.
- (c) The cost of the arbitrator shall be borne equally by the City and the Guild, and each party shall bear the cost of presenting its own case.
- (d) The arbitrator's decision shall be made in writing and shall be issued to the parties within thirty (30) days after the case is submitted to the arbitrator.
- (e) Any arbitrator selected under Step 4 of this Article shall function pursuant to the voluntary labor arbitration regulations of the American Arbitration Association unless stipulated otherwise in writing by the parties to this Agreement.
- (f) If the grievance is submitted to the American Arbitration Association, the arbitrator shall be selected from a list of five names, obtained from the Association. If the Employee and the Guild cannot agree on one arbitrator from said list, then each party will strike one name alternately, until only one name remains. The party to strike the first name will be determined by a coin toss.

Section 3. The time limits for processing a grievance stipulated in Section 2 of this Article may be extended for stated periods of time by mutual written agreement between the Employer and the Guild, and the parties to this Agreement may likewise, by mutual written agreement, waive any step or steps of Appendix B Section 2.

Section 4. Failure by an employee or the Guild to comply with any time limitation of the procedure in this Article shall constitute withdrawal of the grievance. Failure by the Employer to comply with any time limitations of the procedure in this Article shall allow the Guild to proceed to the next step without waiting for the Employer to reply at the previous step.

Section 5. Grievance settlements shall not be made retroactive beyond the date of the occurrence or non-occurrence upon which the grievance is based, that date being fifteen (15) or less days prior to the initial filing of the grievance.

Section 6. If at any step in the grievance procedure the Employer's response is deemed unsatisfactory, the Guild's reason(s) for non-acceptance must be presented in writing when and if the grievance is reinitiated at the next step of the grievance procedure.

Section 7. A grievance decision at any step of the procedure in Section 2 of this Article shall not necessarily be conclusive nor set a precedent, with the exception of Step 4. A decision at Step 1, 2 or 3 shall be subject to review and/or reversal by the Employer at any time; provided, however, a decision at Step 3 shall not be reversed beyond ninety (90) calendar days after the issuance of the Step 3 decision. In case a decision is set aside as described in this Section, the ensuing grievance time limits shall become operative when the Guild is notified of the reversal.

Section 8. Employees covered by this Agreement will follow all written and verbal directives, even if such directives are allegedly in conflict with the provisions of this Agreement.

Section 9. As an alternative to answering the Step 3 grievance or conducting an investigation or hearing at Step 3, the Director of Labor Relations after consultation with the Chief of Police may, in writing, refer the grievance back to the Guild. The Guild may then initiate Step 4 of this procedure within the time frames specified therein.

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### APPENDIX C - CONFERENCE BOARD

There shall be a Department Conference Board consisting of three (3) employees named by the Guild and three (3) representatives of the Department named by the Chief of the Department. The Chief of the Department, or his representative, shall sit as one of the three (3) employer representatives to the maximum extent practicable, but any of the six (6) members may be replaced with an alternate from time to time. It is also agreed that either party may add additional members to its Conference Board committee whenever deemed appropriate. The City Director of Labor Relations or his designee shall be requested to attend Conference Board meetings, and shall be provided an agenda in advance. The Conference Board shall meet not less than quarterly and shall consider and discuss matters of mutual concern pertaining to the improvement of the Department and the welfare of the employees. The purpose of the Conference Board is to deal with matters of general concern to members of the Department as opposed to individual complaints of employees; provided, however, it is understood that the Conference Board shall function in a consultive capacity to the Chief of Police. Accordingly, the Conference Board will not discuss grievances properly the subject of the procedure outlined in Appendix B, except to the extent that such discussion may be useful in suggesting improved Departmental policies. Either the Union representatives or the City representatives may initiate discussion of any subject of a general nature affecting the operations of the Department or its employees. However, at any sessions which involve the interpretation or application of the terms of this Agreement or any contemplated modifications thereof, the Director of Labor Relations or his designee shall be in attendance and no such changes shall be made without the express approval of same. An agenda describing the issue(s) to be discussed shall be prepared by the initiating party and distributed at least three (3) days in advance of each meeting, and minutes shall be kept. Nothing in this section shall be construed to limit, restrict, or reduce the management prerogatives outlined in this Agreement.

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APPENDIX D - SALARIES

Section 1. Salaries shall be in accordance with the following schedule:

Effective September 1, 1987:

| <u>Classification</u> | <u>Start</u> | <u>6 mos.</u> | <u>18 mos.</u> | <u>30 mos.</u> | <u>42 mos.</u> |
|-----------------------|--------------|---------------|----------------|----------------|----------------|
| Police Officer        | \$2319       | \$2486        | \$2599         | \$2700         | \$2835         |
| Police Sergeant       | \$3124       | \$3260        |                |                |                |

Effective September 1, 1988:

An across-the-board salary increase will be given to Police Officers and Sergeants equal to one hundred percent (100%) of the increase from July 1987 to July 1988 in the United States City Average Consumer Price Index for Urban Wage Earners and Clerical Workers (the U.S. CPI-W). The salary increase will in no case be less than 1.5% or greater than 6%. Longevity and specialty pay premiums are to be adjusted in accordance with the new salary schedule effective September 1, 1988.

Section 2. Percentage salary premiums based upon the top pay step of the classification, Police Officer, shall be paid for the following assignments in accordance with the following schedule:

| <u>Assignment</u>  | <u>Percentage</u> | <u>Monthly Equivalent in Dollars</u> |
|--|-------------------|--------------------------------------|
| <u>Effective September 1, 1987:</u>  |                   |                                      |
| Detective, while assigned from any classification in Section 1             | 3%                | \$85                                 |
| *Detective-Bomb Squad, while assigned from any classification in Section 1 | 8%                | \$227                                |
| **Detective-Homicide, while assigned from any classification in Section 1  | 5%                | \$142                                |
| Diver, while assigned from any classification in Section 1                 | 3%                | \$85                                 |
| Motorcycle Officer, while assigned from any classification in Section 1    | 3%                | \$85                                 |
| Radio Dispatcher, while assigned from any classification in Section 1      | 3%                | \$85                                 |

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| <u>Assignment</u> | <u>Percentage</u> | <u>Monthly Equivalent in Dollars</u> |
|-------------------|-------------------|--------------------------------------|
|-------------------|-------------------|--------------------------------------|

Effective September 1, 1987  
continued:

|   |    |       |
|---|----|-------|
| Chief Dispatcher, while assigned from any classification in Section I       | 5% | \$142 |
| Canine Officer, while assigned from any classification in Section I         | 3% | \$85  |
| ERT Members, while so assigned from any classification in Section I         | 3% | \$85  |
| Hostage Negotiators, while so assigned from any classification in Section I | 3% | \$85  |

\*Includes Detective and hazardous duty premium pay.

\*\*New Sergeants in Homicide as of September 1, 1984 will receive this rate. Current Sergeants continue at 3%.

The above premiums shall be in addition to the regular salary of officers as specified in Section 1. There will be no pyramiding of specialty pays.

Section 3. Longevity premiums based upon the top pay step of the classification, Police Officer, shall be added to salaries in Section 1 during the life of this Agreement in accordance with the following schedule:

| <u>Longevity</u>                                  | <u>Percentage</u> | <u>Monthly Equivalent in Dollars</u><br><u>Effective September 1, 1987</u> |
|---|-------------------|--|
| Completion five (5) five years of service         | 2%                | \$57   |
| Completion of ten (10) years of service           | 4%                | \$113  |
| Completion of fifteen (15) years of service       | 6%                | \$170  |
| Completion of twenty (20) twenty years of service | 8%                | \$227  |



Longevity premiums shall be paid beginning with the first full pay period following the completion of the eligibility requirements. For the purpose of determining eligibility for longevity premiums, service shall be limited to continuous time served in good standing as a uniformed member of the Seattle Fire Department or a sworn officer or Police Cadet or Police Trainee in the Seattle Police Department.

PATROL PREMIUM

Effective September 1, 1985, all patrol officers who have completed their probationary period and all patrol sergeants will be eligible for an additional 1.5% of the base monthly, top step, salary for a police officer.

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APPENDIX E - FALSE ARREST INSURANCE

The City shall provide false arrest insurance in accordance with the FALSE ARREST AND OTHER SUPPLEMENTAL PERILS policy Certificate No. NAT-73-2199 effective as of December 1, 1973, and shall maintain the benefits therein for the life of this Agreement.

The City shall provide the Guild with a copy of said policy.

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## APPENDIX F - EQUIPMENT REQUIRED

1. ....

### 2. Firearms

- a. All uniformed officers of the Seattle Police Department, while on duty, shall be armed with a department-issued 38 Special four-inch barrel revolver; except that the Director of Training, on request, may approve a privately owned 38 Special revolver or a 357 Magnum caliber revolver with no less than four-inch and no more than six-inch barrel. Uniformed members are prohibited from carrying chrome or nickel plated revolvers with pearl or white horn grips, with the exception of the motorcycle drill team uniforms. While in uniform, officers shall have no more than one sidearm visible.
- b. Officers assigned to plainclothes duty shall be armed with a 38 Special revolver or a 357 Magnum caliber revolver with no less than a two-inch and no more than a six-inch barrel; provided any weapon other than department-issued must be approved by the Director of Training.

Exception: On certain types of assignments such as undercover investigative uses, a bureau commander may authorize the use of semi-automatic pistols or other special type weapons.

- c. All of the requirements for officers on duty shall apply to officers off duty while working at any employment where police authority is required.
- d. Reserve and special police officers shall abide by the same regulations as specified herein for department members.
- e. Supervisory officers in uniform or non-uniform assignments, whose duties require their continued presence inside a police building, may be armed with the 38 Special revolver, with a barrel length of no less than two-inch and no more than six-inch.

### 3. Ammunition

- a. Officers covered by this Agreement shall be provided with 38 cal. ammunition which will be of the best possible quality available for Police purposes.
- b. Officers shall be allowed to purchase and use 357 cal. ammunition, one of the restrictions being that they carry Department issue 38 cal. ammunition as their extra rounds. Officers who choose to exercise the option of using 357 cal. ammunition shall purchase only that ammunition which is authorized by the department, that ammunition being of the best possible quality available for Police purposes.

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## APPENDIX G - POLICE OFFICERS' BILL OF RIGHTS

All employees within the bargaining unit shall be entitled to protection of what shall hereafter be termed as the "Police Officers' Bill of Rights" which shall be added to the present Rules and Regulations of the Seattle Police Department. The wide ranging powers and duties given to the department and its members involve them in all manner of contacts and relationships with the public. Of these contacts come many questions concerning the actions of members of the force. These questions often require immediate investigation by superior officers designated by the Chief of the Seattle Police Department. In an effort to insure that these investigations are conducted in a manner which is conducive to good order and discipline, the following guidelines are promulgated:

- A. The employee shall be informed in writing if he so desires of the nature of the investigation and whether he is a witness or a suspect before any interrogation commences, including the name, address and other information necessary to reasonably apprise him of the allegations of such Complaint.
- B. Any interrogation of an employee shall be at a reasonable hour, preferably when the employee is on duty unless the exigencies of the investigation dictate otherwise. Where practicable, interrogations shall be scheduled for the daytime.
- C. The interrogation (which shall not violate the employee's constitutional rights) shall take place at a Seattle Police facility, except when impractical. The employee shall be afforded an opportunity and facilities to contact and consult privately, if he/she requests, with an attorney of his/her own choosing and/or a representative of the Seattle Police Officers' Guild before being interrogated. An attorney of his/her own choosing and/or a representative of the Seattle Police Officers' Guild may be present during the interrogation but may not participate in the interrogation except to counsel the employee. Officers will be allowed a reasonable period of time (not to exceed four (4) hours) to obtain representation. No officer shall be subject to discipline for failure to cooperate if the notice or time of the interview prevents him or her from exercising the right to obtain representation.
- D. The questioning shall not be overly long and the employee shall be entitled to such reasonable intermissions as he shall request for personal necessities, meals, telephone calls, and rest periods.
- E. The employee shall not be subjected to any offensive language, nor shall he be threatened with dismissal, transfer, or other disciplinary punishment as a guise to attempt to obtain his resignation, nor shall he be intimidated in any other manner. No promises or rewards shall be made as an inducement to answer questions.
- F. It shall be unlawful for any person, firm, or corporation of the State of Washington, its political subdivisions or municipal corporations, to require any employee covered by this Agreement to take or be subjected to any lie detector or similar tests as a condition of continued employment.

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**City of Seattle  
Personnel Department**

Charles Royer, Mayor  
Everett S. Rossmith, Personnel Director



January 6, 1988

**TO:** Mike Saunders  
Assistant City Clerk

**FROM:** Bill Hauskins *BH*  
Director of Labor Relations

**SUBJECT:** Collective Bargaining Agreement with the Seattle Police  
Officers' Guild

Attached is a signed copy of a collective bargaining agreement between the City of Seattle and the Seattle Police Officers' Guild which is effective through August 31, 1989. This agreement was executed by the City in accordance with Ordinance No. 113723.

Will you please return the duplicate copy of this memo with a notation of the file number assigned to the agreement.

BH:pst  
Attachments

FILED  
CITY OF SEATTLE  
1988 JAN -7 PM 4:18  
COMPTROLLER AND CITY CLERK

DD

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**City of Seattle  
Personnel Department**

Charles Royer, Mayor  
Everett S. Rosmith, Personnel Director



October 23, 1987

REC'D UNIT OCT 26 1987

**CONFIDENTIAL**

837306

**TO:** City Council  
City of Seattle

**VIA:** Mayor Charles Royer

**Attention:** Jim Ritch, Director  
Office of Management and Budget

**FROM:** Everett S. Rosmith *ESR*  
Personnel Director

**SUBJECT:** Proposed Ordinance Authorizing the 1987-1989 Collective Bargaining Agreement with Seattle Police Officers' Guild

The attached proposed ordinance authorizes execution of a two-year collective bargaining agreement with Seattle Police Officers' Guild effective through August 31, 1989. As of October 5, 1987, a majority of Guild members had ratified the tentative agreement. The provisions of this settlement are:

**Salaries**

**A. Wages effective September 1, 1987.**

- a) 5% across the board salary increase as set forth in Appendix D.
- b) Longevity and specialty pay premiums to be adjusted in accordance with the new salary schedule.

**B. Wages effective September 1, 1988.**

- a) 100% of the U.S. CPI-W (July to July) with a 1.5% minimum and a 6% maximum.
- b) Longevity and specialty pay premiums to be adjusted in accordance with the new salary schedule.

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### Specialty Pay

Effective September 1, 1987, employees assigned as Hostage Negotiators will be eligible for an additional 3% of the base monthly salary, top step, for a police officer. This specialty pay cannot be pyramided with any other specialty pay earned by a bargaining unit member.

### Holidays

The City agrees to add Independence Day (July 4) to the list of holidays which are compensated at 1-1/2x the straight rate of pay when worked.

The Guild agrees that when an employee is on sick leave or disability leave and a holiday occurs, the employee will be marked as having taken the holiday on his or her time sheet.

### Medical

- A) For the calendar years 1988 and 1989, the City will continue to pay 100% of the monthly premium for coverage under the King County Medical (KCM) Comprehensive Plan.
- B) For the calendar years 1988 and 1989, the City will continue to pay 80% of the monthly premiums for coverage under the Group Health Cooperative (GHC) and the Pacific Health plans. Employees will pay the remaining 20% of said premiums.
- C) Guild members will also begin participating in the utilization review program under KCM and benefit deductibles under GHC as administered for other City employees also participating in said programs.

### Dental

For the calendar years 1988 and 1989, the City will continue to pay 100% of the dental care premium for the current benefit level.

### Guild Presidency

Effective January 1, 1988, at the Guild's option, the City will assign the police officer or sergeant who is elected Guild President to work in the Guild office on a full-time basis. This is with the clear understanding that the City will submit regular monthly bills to the Guild, and the Guild will reimburse the City in full for the salary and cost of all City-paid benefits received by the Guild President.

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Indefinite Suspensions

The Guild will allow the Chief to suspend without pay beyond the current 30-day time limit specified in the contract any employee who has been charged with the commission of a felony. (This is conditioned on the Public Safety Civil Service Rules being similarly revised to allow for same.)

Medical Monitoring

The Guild will allow the Police Department to require all bargaining unit members to submit to current weight and blood pressure tests at least once a year.

Seattle Center Parking Fees

The Guild agrees that police officers stationed at the Seattle Center will pay for their parking in accordance with the fee schedule delineated for other City employees.

Sick Leave

The Guild agrees to the use of a "payroll year" rather than a "calendar year" for the purpose of calculating sick leave incentive for LEOFF II employees.

The City agrees to cash out unused sick leave for LEOFF II's upon their death.

Hours of Duty

The parties agree that employees may be required to work beyond six consecutive days in the case of annual Seafair events and the Goodwill Games in 1990. In the above instances, the Department will first ask for volunteers to supplement staffing; then it will call on bargaining unit members who work a 5 days on/2 days off schedule if additional staffing is still needed; and, finally, it will call on patrol officers. Employees with the least seniority since date of hire in the Department will be called first.

There will be no pyramiding of callback overtime pay within a four hour period. (The Guild agrees to withdraw the currently pending grievance for Paul McCloud on this issue.)

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City Council  
October 23, 1987  
Page 4

Management Rights

The parties agree to additional management rights language in the contract with regard to hiring and the development of reasonable work rules relating to acceptable employee conduct.

Disciplinary Procedure

During the term of this Agreement, the parties will continue to explore through the Conference Board a mutual resolution to the problems arising from the Disciplinary Procedure.

The attached estimate of salary related costs totals \$1,858,002 for the first year of the new agreement; of this amount, approximately \$609,552 is applicable to calendar year 1987.

Should you have any questions regarding the provisions of the new collective bargaining agreement with Seattle Police Officers' Guild, please call Lizanne Lyons (4-7874). Questions regarding the attached legislation may be addressed to Phyllis Dwyer (4-7871).

ESR:ldt  
Attachments

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COST ESTIMATE SUMMARY - SPOG SETTLEMENT  
9/1/87 - 8/31/88

| ITEM                            | CURRENT COST     | 9/87-12/87 ADDED COST | 1/88-8/88 ADDED COST | ADDED 1ST YEAR COST |
|---------------------------------|------------------|-----------------------|----------------------|---------------------|
| Salaries                        | \$32,609,695     | \$541,418             | \$1,082,837          | \$1,624,255         |
| Specialty Pay                   | 597,672          | 13,716                | 27,432               | 41,148              |
| Longevity Pay                   | <u>1,307,664</u> | <u>21,984</u>         | <u>43,968</u>        | <u>65,952</u>       |
| Subtotal                        | \$34,515,031     | \$577,118             | \$1,154,237          | \$1,731,355         |
| Premium Pay For Holidays Worked | \$ 246,245       |                       | \$ 27,783            | \$ 27,783           |
| Subtotal                        | \$34,761,276     | \$577,118             | \$1,182,020          | \$1,759,138         |
| + Pension @ 5.62%               | \$ 1,953,584     | \$ 32,434             | \$ 66,430            | \$ 98,864           |
| Total                           | \$36,714,860     | \$609,552             | \$1,248,450          | \$1,858,002         |

=====

WS:ws  
10/23/87  
POCOST

NOTICE: IF THE DOCUMENT IN THIS FRAME IS LESS CLEAR THAN THIS NOTICE IT IS DUE TO THE QUALITY OF THE DOCUMENT.

**City of Seattle**

Executive Department-Office of Management and Budget

James P. Ritch, Director  
Charles Royer, Mayor

*O.K. Myshen*



October 26, 1987

The Honorable Douglas Jewett  
City Attorney  
City of Seattle

*#9605*  
*Sherron*  
*OKay*  
*bas*

Dear Mr. Jewett:

The Mayor is proposing to the City Council that the enclosed legislation be adopted.

REQUESTING DEPARTMENT: Personnel

SUBJECT: An Ordinance authorizing a collective bargaining agreement between the City of Seattle and Seattle Police Officers' Guild, effective through August 31, 1989, superseding inconsistent ordinances, and providing payment therefor.

Pursuant to the City Council's S.O.P. 100-014, the Executive Department is forwarding this request for legislation directly to your office for review and drafting.

After reviewing this request and drafting appropriate legislation:

- (X) File the legislation with the City Clerk for formal introduction to the City Council as an Executive Request.
- ( ) Do not file with City Council, but return the proposed legislation to OMB for our review. Return to \_\_\_\_\_.

Sincerely,

Charles Royer  
Mayor

by *Nancy Secin for*

JIM RITCH  
Budget Director

JR/ns/fa

Enclosure

cc: Director, Personnel

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City of Seattle  
Personnel Department

Charles Pover, Mayor  
Everett S. Rosman, Personnel Director

November 18, 1987



RECEIVED

NOV 19 1987

DOLORES SIBONGA  
SEATTLE CITY COUNCIL MEMBER

TO: Dolores Sibonga, Chair  
Finance and Personnel Committee

FROM: Bill Hauskins *BH*  
Director of Labor Relations *Everett S. Rosman*

SUBJECT: Consideration of Council Bills 106483 and 106488

As anticipated in my memo to you last week (see attached), Council Bill 106488 authorizing execution of the new collective bargaining agreement with Seattle Police Dispatchers' Guild was introduced in Council on Monday and referred to your Committee. I have also been informed by the City Clerk's Office that Council Bills may be moved out of Committee one Monday for consideration and action by the full Council the following Monday.

I am requesting this procedure be followed at the next Council meeting on November 23, so that both Council Bill 106488 and Council Bill 106483 (which authorizes execution of the new Seattle Police Officers' Guild agreement) may be considered and acted upon by the City Council November 30. By processing these Council Bills in this manner, the City will be able to meet the Comptroller's tentative implementation schedule. This schedule requires Council action on both Council Bills by November 30 in order to implement new pay rates for Seattle Police Officers and Dispatchers pay period ending December 8, pay date of December 18.

The City Clerk mentioned your having scheduled a meeting of the Finance and Personnel Committee for December 8. Unfortunately, consideration of Labor Relations' Council Bills on that date would be too late to meet the implementation schedule.

It is important that I know as soon as possible how you intend to process these Council Bills so that I can advise the Comptroller's, Compensation, DAS Systems and Seattle Police Department fiscal staff as to when implementation will be authorized.

In the event you decide to hold these Bills in Committee for consideration December 8, I will need to so inform the Seattle Police Officers' Guild. The SPOG President, when he put the tentative agreement to a vote by the Guild members in late September, had been assured that Guild members could expect to see their new pay rates by Christmas. Council action after Committee consideration on December 8 would postpone implementation until January.

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4th Floor Dexter Horton Building 710 Second Avenue Seattle, Washington 98104-1793  
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Dolores Sibonga  
November 18, 1987  
Page 2

You may call me with your response at 684-7875 or ask Art Ceniza to contact Phyllis Dwyer at 684-7871.

BH:pdt  
Attachment

cc: Council President Sam Smith  
Everett S. Rosmith  
Lizanne Lyons

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City of Seattle  
Personnel Department



November 9, 1987

TO: Dolores Sibonga, City Council Member  
Attention: Art Ceniza

FROM: Bill Hauskins *BH* *Director of Labor Relations*  
Director of Labor Relations

SUBJECT: Proposed Ordinances Authorizing Execution of Collective Bargaining Agreements With Seattle Police Officers' Guild and Seattle Police Dispatchers' Guild

Following ratification of the tentative settlement of the 1987 - 1989 agreement by members of the Seattle Police Officers' Guild the first week in October, we submitted Council Bill 106483 which was introduced and referred to Finance and Personnel Committee November 2. Attached is an advance copy of the proposed ordinance we are submitting to the Office of Management and Budget today to authorize execution of the 1986 - 1989 agreement with Seattle Police Dispatchers' Guild. I expect the Council Bill covering the Dispatchers to be introduced in Council November 16.

Meanwhile, Compensation, DAS Systems, Comptroller's and Seattle Police Department fiscal staff have tentatively scheduled implementation of the new pay rates for both bargaining units pay period ending December 8. In order to do so, Council action on both Council Bills will need to occur no later than November 30.

I would appreciate your decision as to whether you would consider making special arrangements to act upon this legislation in the midst of budget deliberations this month. The alternative would be to hold off on implementation until the Finance and Personnel Committee schedules its next regular meeting. Please let me know your preference on this scheduling so that I may in turn inform City personnel responsible for payroll action as well as representatives of the Police Officers and Dispatchers Guilds. You can reach me at 684-7875.

BH:rg  
Attachment

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ORDINANCE 11773

AN ORDINANCE authorizing a collective bargaining agreement between The City of Seattle and Seattle Police Officers' Guild, effective through August 31, 1989, superseding inconsistent ordinances, and providing payment therefor.

WHEREAS, a collective bargaining agreement between the City of Seattle Police Officers' Guild, as the representative of certain City employees, expired on August 31, 1987; and

WHEREAS, said employees continued to work after August 31, 1987, on conditions that the subject of their wages was and continued to be negotiated during collective bargaining; and

WHEREAS, collective bargaining has led to an agreement concerning wages and other conditions of employment between the City of Seattle Police Officers' Guild; Now, therefore,

BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:

Section 1. As requested by the Director of Personnel and recommended by the Mayor in the materials attached hereto, the Mayor is hereby authorized for and on behalf of the City to execute a collective bargaining agreement with the Seattle Police Officers' Guild, effective through August 31, 1989, substantially in the form attached hereto and identified as "Agreement by and between The City of Seattle and Seattle Police Officers' Guild," with Appendix "D" thereto setting forth the rates of pay for the classes of positions listed therein effective September 1, 1987.

Section 2. Effective September 1, 1987, the following assignment-level titles are hereby established:

Police Officer - Hostage Negotiator

Police Sergeant - Hostage Negotiator

Section 3. Effective September 1, 1987, the rates of compensation of the designated positions and assignments in the Police Department shall be as follows:

Police Officer - \$2319 - 2488 - 2599 - 2700 - 2835

Police Sergeant - \$3124 - 3280

Incremental salary attached to certain positions:

Police Officer - Detective \$85

Police Sergeant - Detective \$85

Police Officer - Detective - Bomb Squad \$227

Police Sergeant - Detective - Bomb Squad \$227

Police Officer - Detective - Homicide \$145

Police Sergeant - Detective - Homicide \$145

Police Officer - Diver \$85

Police Sergeant - Diver \$85

Police Officer - Motorcycle \$85

Police Sergeant - Motorcycle \$85

Police Officer - Radio Dispatcher \$85

Police Sergeant - Radio Dispatcher \$85

Police Officer - Chief Communications Dispatcher \$145

Police Sergeant - Chief Communications Dispatcher \$145

Police Officer - Canine \$85

Police Sergeant - Canine \$85

Police Officer - ERT \$85

Police Sergeant - ERT \$85

Police Officer - Patrol \$45

Police Sergeant - Patrol \$45

Police Officer - Hostage Negotiator \$85

Police Sergeant - Hostage Negotiator \$85

Section 4. The Police Department is hereby authorized to use unexpended and unencumbered salary funds accumulating in the 1987 budget to pay the compensation authorized in Sections 1 and 3. The City Comptroller is authorized to draw and the City Treasurer to pay the warrants drawn for the compensation authorized in Sections 1 and 3.

Section 5. The Salary Ordinance and any other ordinance similar or inconsistent herewith are hereby superseded.

Section 6. Execution and delivery of the collective bargaining agreement authorized in Section 1 hereto and any act consistent with the authority and prior to the effective date of this ordinance are hereby ratified and confirmed.

Section 7. This ordinance shall take effect and be in force thirty days from and after its passage and approval, if approved by the Mayor; otherwise it shall take effect at the time it shall become a law under the provisions of the city charter.

Passed by the City Council the 23rd day of November, 1987, and signed by me in open session in authentication of its passage this 23rd day of November, 1987.

SAM SMITH,  
President of the City Council.

Approved by me this 26th day of November, 1987.

CHARLES ROYER,  
Mayor.

Filed by me this 26th day of November, 1987.

Attest: NORWARD J. BROOKS,  
City Comptroller and City Clerk.

(Seal) By MARGARET CARTER,  
Deputy Clerk.

Publication ordered by NORWARD J. BROOKS, Comptroller & City Clerk.

Date of official publication in Daily Journal of Commerce, Seattle, December 3, 1987.

(C-238-X)

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C-238-X

### Affidavit of Publication

**STATE OF WASHINGTON  
KING COUNTY—SS.**

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a .....  
Ordinance No. 113723

.....  
was published on December 3, 1987  
.....  
.....

*R. Spicuzza*

Subscribed and sworn to before me on

December 3, 1987

*Richard L. James*  
Notary Public for the State of Washington,  
residing in Seattle.

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