

RESOLUTION NO. 1571

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FIFE, PIERCE COUNTY, WASHINGTON RATIFYING A TENTATIVE AGREEMENT REACHED BETWEEN THE CITY OF FIFE AND THE CITY OF FIFE POLICE GUILD - COMMISSIONED

WHEREAS, the Commissioned Officers are represented by the City of Fife Police Guild Commissioned (the "Guild"); and

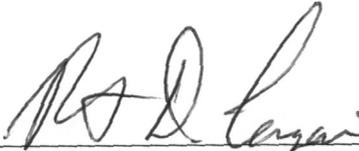
WHEREAS, the current Collective Bargaining Agreement expired on December 31, 2012; and

WHEREAS, the City negotiating team has reached a tentative Agreement with the Guild on the terms for a new Collective Bargaining Agreement of four (4) years, with agreed provisions for calendar year 2013; and the City negotiating team has recommended that the Council ratify the tentative Agreement; and

WHEREAS, the Council has reviewed the proposed Agreement and finds it is in the best interests of the City and its employees; now, therefore

BE IT RESOLVED that the City Council hereby ratifies the tentative Agreement reached between the negotiating team for the Guild and City as attached hereto as Exhibit A, and the City Manger authorized to do all things necessary to effectuate the agreement terms.

ADOPTED by the City Council at an open public meeting held on the 22<sup>nd</sup> day of October, 2013.

  
\_\_\_\_\_  
Rob Cerqui, Mayor

Attest:

  
\_\_\_\_\_  
Carol Etgen, City Clerk

CITY OF FIFE OCTOBER 4, 2013 "WHAT IF" PACKAGE PROPOSAL TO THE FIFE POLICE GUILD  
BARGAINING UNIT'S 5<sup>TH</sup> "WHAT IF" PROPOSAL

1. Based on the Guild's direction that a unit clarification petition would have to be filed if the City wanted the Lieutenants to be in their own bargaining unit, the City has filed its unit clarification petition with PERC and asked for expedited review.

2. The City proposes two alternatives:

A. The parties continue with the mediation process while the unit clarification petition is pending in order to try and come to agreement for a 3 year collective bargaining agreement that would apply if the lieutenants remain in the same collective bargaining agreement as the rank and file officers, and the collective bargaining agreements that would apply if the lieutenants are placed in their own bargaining unit; or

B. The mediation process be placed on hold until the unit clarification petition has been decided, and then negotiations would resume using the mediator.

3. The contract term would be from January 1, 2013 through December 31, 2016.

4. The parties agree that for 2013, the existing contract language would remain the same, except that the economic package for 2013 would be changed so that the base wage of each current bargaining unit member would be increased by 2.5%. It is agreed that even though the parties remain in negotiations on the CBA, the City may implement the COLA to the base wage. There would be a retroactive payment made on November 30, 2013 for all retroactive pay through October 31, 2013, and the pay increase for November and subsequent months would be paid as part of the normal payroll.

5. This offer is subject to ratification by the Guild membership. In order for the timelines set forth in paragraph 4 to be met the City must be notified of the ratification by 5 P.M. on October 15, 2013.

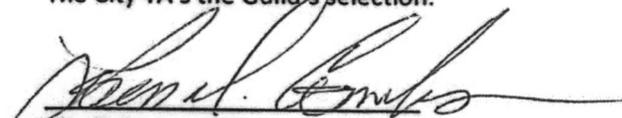
The Guild TA's the City's offer with alternative 2(B).

Oct. 7<sup>th</sup> O.D.S.  
Dated October 7, 2013.



Guild Representative

The City TA's the Guild's selection.

  
City Representative