

## SULTAN CITY COUNCIL AGENDA ITEM COVER SHEET

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**ITEM NO:** A-1

**DATE:** June 9, 2009

**SUBJECT:** Union Negotiations – Police Officer Settlement Agreement

**CONTACT PERSON:** Deborah Knight, City Administrator

**ISSUE:**

The issue before the City Council is to authorize the Mayor to sign a settlement agreement with Teamsters Local 763 representing Sultan's former police officers.

**STAFF RECOMMENDATION:**

Authorize the Mayor to sign a settlement agreement as outlined in this report with Teamsters Local 763 representing Sultan's former police officers.

Under the proposed settlement agreement, the City will pay 475.00 hours of sick leave at a cost of \$15,327.85.

**SUMMARY:**

The information below describes a proposed settlement agreement with Teamsters Local 763 representing Sultan's former police officers. The City is obligated by law to bargain the impacts of contracting with the Snohomish County Sheriff's Office for police services effective January 1, 2009 as the Council's decision affected the wages, hours and working conditions of the bargaining unit members.

The main settlement issue is payment for accrued sick leave. The payment of sick leave is made with the understanding that if the City Council had not made the decision to contract with the Snohomish County Sheriff's Office for police services, each officer would have had the opportunity to accrue the maximum number of sick leave hours and would have been eligible for a maximum sick leave payout at separation of service of 320 hours under Section 7.6 of the bargaining agreement in effect through December 31, 2008.

In addition to the proposed sick leave buy-out, the settlement agreement includes the following:

- Reimbursing officers for work boots (approximately \$250.00) and vacation buy-out in accordance with the bargaining agreement<sup>1</sup>
- Providing reference letters to former Sultan officers.

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<sup>1</sup> Vacation buy-out was paid in accordance with the bargaining agreement at separation of service in January 2009.

**FISCAL IMPACT:**

Sultan police officers have accrued a total of 555.50 hours of sick leave. Payment of all accrued sick leave would be \$16,999.48.

Under the proposed settlement agreement, the City will pay 475.00 hours of sick leave at a cost of \$15,327.85.

The city has the funds available for the settlement proposal from the police equipment replacement fund. The Council will need include the adjustment in the budget amendment on June 25, 2009.

**DISCUSSION:**

The City bargained effectively with the Teamsters. The initial settlement proposal by the Teamsters included: pay for time testing at the County (\$1,160.00); severance pay (one week for each year of employment - \$22,911.00); sick leave buy-out (\$16,999.48) and other items totaling more than \$41,000.

The proposed settlement agreement for council consideration is reasonable given the impacts to the bargaining unit of the City's decision to contract with the Sheriff's Office.

**ALTERNATIVES:**

1. Authorize the Mayor to sign a settlement agreement with Teamsters Local 763 representing Sultan's former police officers.

This alternative implies the City Council is prepared to settle with its former police officers as outline in this report.

2. Do not authorize the Mayor to sign a settlement agreement with Teamsters Local 763 representing Sultan's former police officers. The City Council could choose not to pay accrued sick leave and direct staff to continue negotiations. The bargaining unit has indicated they are prepared to move forward to arbitration.

In the case of arbitration, the City would need to have legal representation. There is a risk the City would lose arbitration and be forced to pay both attorney's fees and an increased settlement.

**RECOMMENDED ACTION:**

Authorize the Mayor to sign a settlement agreement with Teamsters Local 763 representing Sultan's former police officers.