

**CITY OF ISSAQUAH  
City Council Special Meeting**

6:00 PM  
July 25, 2019

**MINUTES**

Workshop Issaquah  
94 Front Street North

**COUNCIL AND ADMINISTRATIVE PERSONNEL PRESENT**

*Councilmembers:*

Mariah Bettise  
Victoria Hunt  
Tola Marts  
Chris Reh  
Lindsey Walsh  
Paul Winterstein

*Administration/Staff:*

Mary Lou Pauly, Mayor  
Andrea Snyder, Deputy City Administrator  
Autumn Monahan, Assistant to the City Administrator  
Christine Eggers, City Clerk  
Stephanie Johnson, Human Resources Analyst  
Joanne Bisquera, Executive Assistant

The meet-and-greet began at 6:00 PM.

**CITY ADMINISTRATOR RECRUITMENT**

**Community Meet-and-Greet**

The purpose of the special meeting was to allow Councilmembers to attend an informal meet-and-greet with the top candidates to the City Administrator position.

**ADJOURNMENT**

The meet-and-greet ended at approximately 8:00 PM.

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Christine Eggers, City Clerk

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Mary Lou Pauly, Mayor





CITY COUNCIL
AGENDA BILL

City Council Regular Meeting - 05 Aug 2019

NEW
AB 7399 -
Consent Calendar

IPSSA Collective Bargaining Agreement Proposed Council Action:
Authorize

Table with 2 columns: Department/Council Liaison/Other Council Meetings/Comp Plan Policy Nos./Other Policies/Exhibits and HR - Human Resources Lauren Knox/n/a/n/a/n/a/n/a/A. Agreement

SUMMARY STATEMENT

This agenda bill seeks Council authorization to enter into an agreement with the Issaquah Police Support Staff Association (IPSSA) (Exhibit A).

The City and the Issaquah Police Support Staff Association (IPSSA) have successfully completed negotiations that have resulted in a proposed Collective Bargaining Agreement (Exhibit A). IPSSA represents corrections, dispatch, and records staff in the Issaquah Police Department. The City has included Council in many discussions about the goals and status of negotiations with IPSSA. The negotiations resulted in an agreement that addresses interests of both the parties. The proposed Agreement will result in the following changes:

- The duration of the Agreement is January 1, 2017 through December 31, 2020.
Association members active and working at the time of ratification of the agreement will receive:
o 1.8% lump sum payment in lieu of a base wage increase in 2017
o 2.0% increase to base wages in 2018, 2019, and 2020
Modifications to the City's self-insured medical plan to ensure financial sustainability and to ensure that the Affordable Care Act excise tax ("Cadillac tax") threshold is not exceeded. This includes replacement of a \$0 deductible plan with a \$250 deductible plan, elimination of a \$500 deductible plan, and elimination of Health Reimbursement Arrangement funds in 2020.
Additional changes to ensure compliance with new legislation, for example premium share agreement for Paid Family Medical Leave act premiums and changes to incorporate provisions of the Washington sick leave law as amended in 2018.

Approval of this Agreement will also include direction to the Finance Director to amend the master salary ordinance, Ordinance No. 2853, to reflect the revised salary and wage schedule. The amendment will occur either in tandem with other amendments or with the annual adoption of the master salary ordinance, which will correspond with adoption of the 2020 budget.

Financial Information

The cost to implement the Agreement in 2019 will be approximately \$190,000, which will come out of the General Fund. This cost has been anticipated and allocated, and a budget amendment is not requested at this time.

Administration's Recommendation

Authorize the Mayor to enter into and execute the 2017-2020 Issaquah Police Support Staff Association collective bargaining agreement attached as Exhibit A; and direct the Finance Director to prepare an amendment to the master salary ordinance, Ordinance No. 2853, to include the IPSSA revised salary and wage schedule.

Update

n/a

Alternative(s)

Do not approve the Agreement. Identify areas of concern, and direct the City to reopen negotiations with IPSSA.

RECOMMENDATION

*Administration / Human Resources Department:*

MOVE TO: Authorize the Mayor to enter into and execute the 2017-2020 Issaquah Police Support Staff Association collective bargaining agreement attached as Exhibit A; and direct the Finance Director to prepare an amendment to the master salary ordinance, Ordinance No. 2853, to include the IPSSA revised salary and wage schedule.

# **EXHIBIT A**

## **AGREEMENT**

*by and between*

**CITY OF ISSAQUAH, WASHINGTON**

*and*

**ISSAQUAH POLICE SUPPORT SERVICES ASSOCIATION**

January 1, 2017 through December 31, 2020

06/13/19

**TABLE OF CONTENTS**

ARTICLE I: DEFINITIONS.....3

ARTICLE II: RECOGNITION, ASSOCIATION MEMBERSHIP, AND PAYROLL DEDUCTION.....4

ARTICLE III: NON-DISCRIMINATION.....4

ARTICLE IV: HOURS OF WORK .....4

ARTICLE V: OVERTIME AND COMPENSATORY TIME .....8

ARTICLE VI: CALLBACK, COURT TIME, AND STANDBY PAY ..... 10

ARTICLE VII: NON-PYRAMIDING..... 11

ARTICLE VIII: WAGES..... 11

ARTICLE IX: HOLIDAYS ..... 11

ARTICLE X: VACATIONS..... 12

ARTICLE XI: SICK LEAVE, MODIFIED DUTY AND FAMILY LEAVE ..... 13

ARTICLE XII: HEALTH AND WELFARE INSURANCE BENEFITS..... 15

ARTICLE XIII: UNIFORM/CLOTHING/EQUIPMENT AND SUPPLIES..... 17

ARTICLE XIV: MANAGEMENT RIGHTS..... 17

ARTICLE XV: MISCELLANEOUS..... 18

ARTICLE XVI: DISCIPLINE..... 19

ARTICLE XVII: GRIEVANCE PROCEDURE ..... 20

ARTICLE XVIII: PERFORMANCE OF DUTY ..... 21

ARTICLE XIX: SAVINGS CLAUSE..... 21

ARTICLE XX: LABOR MANAGEMENT COMMITTEE..... 22

ARTICLE XXI: DURATION..... 22

APPENDIX A: CLASSIFICATIONS AND RATES OF PAY ..... 23

APPENDIX B: BILL OF RIGHTS..... 28

APPENDIX C: MEDICAL/WELLNESS PLAN ..... 31

APPENDIX D: AFFORDABLE CARE ACT..... 34

06/13/19

**AGREEMENT**  
*by and between*  
**CITY OF ISSAQUAH, WASHINGTON**  
*and*  
**ISSAQUAH POLICE SUPPORT SERVICES ASSOCIATION**

**January 1, 2017 - December 31, 2020**

This agreement is by and between the CITY OF ISSAQUAH, WASHINGTON, hereinafter referred to as the EMPLOYER, and the ISSAQUAH POLICE SUPPORT SERVICES ASSOCIATION, hereinafter referred to as the ASSOCIATION.

**ARTICLE 1: DEFINITIONS**

1.1 As used herein, the following terms shall be defined as follows:

1.2 "Employer" shall mean the City of Issaquah, Washington.

1.3 "Association" shall mean the Issaquah Police Support Services Association.

1.4 "Bargaining Unit" shall mean all full-time and/or regular part-time employees employed by the Employer within the Issaquah Police Department, excluding confidential and supervisory employees.

1.5 "Employee" shall mean an individual employed in the bargaining unit covered by this Agreement.

1.6 "Regular part-time employee" shall mean a regular budgeted position of twenty (20) hours or more per week. Regular part-time employees shall only be eligible for sick leave, scheduled holidays and vacation time on a prorated scale based on the budgeted FTE for the position, not based on hours actually worked. Other benefits are specifically addressed in the Agreement.

1.6.1 "Non-Regular part-time employees" are employees who work in a non-budgeted non-benefitted position of less than thirteen hundred (1300) hours per year. If these employees work more than one-sixth (1/6<sup>th</sup>) time, they shall become members of the bargaining unit and pay Association dues. Such employees will be hired by the Chief and placed, at the Chief's discretion, within the applicable pay range for the applicable position as set forth in Appendix "A". Such employees are "at-will" and their employment may be terminated by either the employee or the City at any time and for any reason. Such employees shall not be covered by any other provisions of the Agreement. Non-regular employees who work less than one-sixth (1/6<sup>th</sup>) shall not be members of the bargaining unit.

1.7 "Probation" shall mean either the twelve (12) or fifteen (15) month trial service period commencing with an employee's date of hire. Records staff shall serve twelve (12) month probation as provided herein. Corrections staff and Communication staff shall serve fifteen (15) month probation, as provided herein, due to the Academy and/or