

## Letter of Agreement

January 1, 2017

Amended as part of 2017 Collective Bargaining Agreement


This letter is to memorialize an agreement between the City of Bellingham and the Bellingham Police Guild recognizing the Bellingham Police Department's intent to institute a pilot program establishing an on-call rotation for Detectives, Detective Sergeants, Traffic Officers and the Traffic Sergeant.

In signing this agreement, the parties agree that:

- A This agreement applies to all Detectives, Detective Sergeants and temporary Detectives assigned to the Major Crimes and Family Crimes units. This agreement also applies to all Traffic Officers and the Traffic Sergeant. Each employee covered by this agreement will be required to participate in an on-call rotation. The Traffic Sergeant will be required to be on-call at all times while not on duty unless on scheduled vacation or other leave approved in advance by the Lieutenant when a qualified acting Sergeant has been identified.
- B Each Detective, Detective Sergeant, Traffic Officer and Traffic Sergeant shall be paid 2% of Appendix A salary in recognition of the requirement to participate in an on-call rotation. The parties agree that the provisions of CBA Article 5 - Standby Time do not apply.
- C Each on-call period will begin at 0800 Monday and end at 0759 the following Monday.
- D While on-call, Detectives, Detective Sergeants, Traffic Officers and Traffic Sergeant must be available to respond to recall within one (1) hour and be fit for duty per BPD Policy 1016 - Fitness for Duty.
- E Each Detective will be allocated a take home vehicle to be used in accordance with BPD 706 - Vehicle Use. Vehicles will be provided on an ongoing basis regardless of on-call status. Use of take home vehicles is voluntary.
- F All employees covered by this agreement who are recalled to duty will be compensated at time and one-half the employee's regular rate of pay for hours worked in excess of their normally scheduled shift hours. Time spent on-call will not be considered hours worked.
- G This agreement will apply for a period of one year (12 months) beginning on January 1, 2017, during which time the program will be evaluated by the City and a subsequent recommendation as to the continuation of these provisions will be made.
- H The parties intend for this agreement to apply and supersede any successor Collective Bargaining Agreement between the City of Bellingham and Bellingham Police Guild for the period identified in paragraph G above as well as the Letter of Agreement dated October 19, 2015.
- I This agreement will automatically sunset unless the parties mutually agree to continue it in writing prior to the expiration date.

This agreement is made cooperatively between the City of Bellingham and the Bellingham Police Guild.

  
Clifford Cook  
Chief of Police  
Date 12/18/16

  
April Mitchelson  
Bellingham Police Guild President  
Date 12/18/16