

VII. STANDING COMMITTEES

A. Academic and Student Affairs Committee

University of Washington Police Officers Association
Collective Bargaining Agreement - UW RatificationRECOMMENDED ACTION:

It is the recommendation of the Administration that the Board of Regents approve the following tentative agreements: 1) a one-year extension to June 30, 2005 for the current Collective Bargaining Agreement with the same terms and conditions and, 2) a two-year Collective Bargaining Agreement commencing July 1, 2005 through June 30, 2007 between the University of Washington and UW Police Officers Association that covers approximately 32 Police Officers at the University of Washington. The duration of this Collective Bargaining Agreement is from July 1, 2005 through June 30, 2007.

BACKGROUND:

This is the first negotiated Agreement for this bargaining unit pursuant to the Civil Service Reform Act of 2002. The University has negotiated three other Agreements with the UW Police Officers Association since it was certified as exclusive representative in November 1994.

Following is a summary of the elements of the tentative agreement. The critical elements upon which this recommendation is based are:

Efficiencies:

- Cessation of the Police Disability Supplemental Benefit for Police officers hired after July 1, 2005
- New streamlined grievance process
- Subcontracting language which allows the University to continue its practice of using outside police agencies to augment staff for special events
- Maintains the right of the Police Chief to assign officers on a temporary basis to perform emergency dispatch work

Wages:

July 1, 2005: 3.2% across-the-board wage increase

July 1, 2006: 1.6% across-the board wage ending June 30, 2007

Longevity Pay:

Effective July 1, 2005 officers will receive longevity pay as follows:

5 years 1%
10 years 2%
15 years 3%
20 years 4%