

**VII. STANDING COMMITTEES****B. Finance, Audit and Facilities Committee****WFSE Police Management Association Collective Bargaining Agreement – UW Ratification****RECOMMENDED ACTION:**

It is the recommendation of the Administration that the Board of Regents approve the Collective Bargaining Agreement between the University of Washington and Washington Federation of State Employees/Police Management Association that covers approximately 11 employees at the University of Washington. The duration of the Agreement is from July 1, 2009 through June 30, 2011.

**BACKGROUND:**

This is a successor Agreement for this bargaining unit negotiated under the Personnel System Reform Act of 2002 and pursuant to RCW 41.80.

Following is a summary of the critical elements of the Agreement:

**Efficiencies:**

- Recognition of University's right to move to a rolling twelve (12) month period for FMLA.
- Employees will be required to use accrued leave for FMLA prior to going on leave without pay. Employees can maintain a balance of 120 hours of accrued leave.
- Sergeant-to-Officer differential more competitive relative to local departments to retain experienced police management staff.
- Plain clothes clothing allowance changed from a one time per assignment allowance of \$500 to an annual \$200.00 allowance.
- Overtime shall be earned at a minimum of three (3) hours per assignment for planned recharge overtime.
- Lieutenants will receive one and one-half (1-1/2) times the employee's regular rate for recharge special events, as well as pre-approved special projects and assignments.

## VII. STANDING COMMITTEES

### B. Finance, Audit and Facilities Committee

#### WFSE Police Management Association Collective Bargaining Agreement – UW Ratification (continued p. 2)

##### Wages:

July 1, 2009

- 2.25 percent across-the-board wage increase
- Added new longevity tier of 6% at 30 years of service

January 1, 2010

- Market alignment adjustment - 0.5 percent increase in differential between Sergeants and Officers

July 1, 2010

- New Top Step "M" (rather than an across-the-board wage increase)
- Market alignment adjustment - 0.5 percent increase in differential between Sergeants and Officers

January 1, 2011

- Market alignment adjustment - 0.5 percent increase in differential between Sergeants and Officers