

RESOLUTION NO. 13-895

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
BLACK DIAMOND, KING COUNTY, WASHINGTON,  
AUTHORIZING THE MAYOR TO EXECUTE THE SIXTH  
MEMORANDUM OF UNDERSTANDING WITH THE BLACK  
DIAMOND POLICE OFFICERS ASSOCIATION REGARDING  
THE TRAINING OF RESERVE POLICE OFFICERS

**WHEREAS**, the City of Black Diamond and the Black Diamond Police Officers Association executed a collective bargaining agreement for the period of August 31, 2008 to August 30, 2014; and

**WHEREAS**, the current financial situation of the City of Black Diamond has caused budgetary reductions to police and other operations; and

**WHEREAS**, recognizing the seriousness of the financial situation presented by the City of Black Diamond, the Black Diamond Police Officers Association has entered into a voluntary agreement to forgo the 3% field training officer pay while training **reserve police officers**;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, WASHINGTON, DOES RESOLVE AS FOLLOWS:**

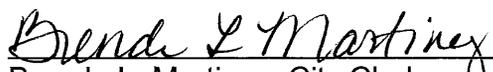
**Section 1.** The Mayor is hereby authorized to execute the sixth memorandum of understanding the Black Diamond Police Officers Association regarding the training of reserve police officers.

**PASSED BY THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, WASHINGTON, AT A REGULAR MEETING THEREOF, THIS 17<sup>TH</sup> DAY OF OCTOBER, 2013.**

CITY OF BLACK DIAMOND:

  
\_\_\_\_\_  
Rebecca Olness, Mayor

Attest:

  
Brenda L. Martinez, City Clerk

SIXTH MEMORANDUM OF UNDERSTANDING  
CITY OF BLACK DIAMOND  
AND  
BLACK DIAMOND POLICE OFFICER'S ASSOCIATION

1. Date of Parties: This Sixth Memorandum of Understanding (MOU-6) is affective upon execution by the City of Black Diamond (City) and the Black Diamond Police Officers Association (Association), and will commence on November 1, 2013.
2. Background and Purpose:
  - 2.1 The Parties have executed a Collective Bargaining Agreement (CBA) for the period from August 31, 2008 to August 30, 2014.
  - 2.2 Article 24 of the CBA addresses Field Training Officer premium pay which is defined as three percent (3%) of the base rate of pay each moth which shall only apply during actual training time.
  - 2.3 The Black Diamond Police Department has Standard Operating Procedures addressing the employment of Reserve Police Officers.
  - 2.4 The City has given notice to the Association of its willingness to hire Reserve Police Officers, but due to financial restrictions is unable to pay the three percent (3%) Field Training Officer premium to those officers who train Reserve Officers.
3. Agreed Interpretation:
  - 3.1 It is mutually understood and agreed by and between the Parties that the Reserve Police Officer program would benefit not only the City but the Association as well by helping with the current staffing issues. In an effort to move both organizations forward, the following agreement is entered into for the remainder of the current contract.
  - 3.2 It is mutually understood and agreed by and between both Parties that beginning November 1, 2013 Field Training Officers who are assigned to train Reserve Police Officers will do so absent the three percent (3%) premium pay.
  - 3.3 It is also mutually understood and agreed by and between the Parties that this agreement does not affect the Field Training Officer's premium pay of three percent (3%) when training full time Police Officer employees. Nothing in this agreement precludes the Association from asserting its rights to mandatory bargaining of this matter at the conclusion of this MOU. It is further understood that nothing in this agreement precludes the City from asserting its management rights regarding Reserve Police Officers at the conclusion of this MOU.
  - 3.4 It is mutually understood that reserve officers will not cover shifts absent a sworn guild member on-duty and will only supplement current staffing levels.
  - 3.5 Provided, the Parties agree that absent an agreement to the contrary, the past practice concerning Reserve Police Officers as described in section 2.2 above will be re-instated on August 31, 2014.

CITY OF BLACK DIAMOND

Date:

Dec. 18, 2013  
Rebecca Olness  
Rebecca Olness  
Mayor

BLACK DIAMOND POLICE OFFICERS  
ASSOCIATION

Date:

10/21/13  
Brian Martinez  
Brian Martinez  
President