MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

and

Bellingham Police Guild

Vacation Bid

CBA 25.6.c

I. **PURPOSE:** This Memorandum of Understanding sets forth the guidelines for minimum staffing for Detectives.

II. **SCOPE:** This agreement covers members of the Bellingham Police Guild.

III. **AGREEMENT:**

WHEREAS, the City of Bellingham and Bellingham Police Guild have agreed to clarify the minimum staffing requirements for Detectives.

NOW, THEREFORE, the parties agree that:

- The collective bargaining agreement between the parties will be modified as indicated in red strikethrough below:

25.6 Officers in Grade 30 and 31 who are not assigned to patrol shall bid vacations by work units based on seniority in classification with Grade 31 bidding first. Vacation bidding will begin by October 1st and be completed by November 30th of each year.
(a) Evidence and ID Officers: only one Grade 31 Evidence and ID Officer may be on vacation at the same time.
(b) Traffic Officers: requests for time off, including bid and unbid vacation and holiday time, may not result in fewer than two Traffic Officers on duty at any given time Monday through Friday. The Traffic Sergeant shall not count as one of the two Traffic Officers on duty.
(c) Detectives: requests for time off, including bid and unbid vacation and holiday time, may not result in fewer than three detectives on duty at any given time Monday through Friday. ~~There must be at least one detective on duty in major crimes and one detective on duty in SVU, the third detective on duty may be from either unit.~~ This shall not apply on City holidays when the department is closed to the public in observance of a holiday. If a detective requests time off when they are scheduled to be on call, they must find a replacement on-call detective before the time off request will be approved. Should investigations fall below 10 filled detective positions, requests for time off may not result in fewer than two detectives on duty at any given time.

- The parties agree to abide by the provisions of this agreement effective immediately upon execution and to incorporate these terms into a successor Collective Bargaining Agreement.

DATED this _____day of _____, 2025 for **Bellingham Police Guild**:

_____

President

DATED this _____day of _____, 2025 for the **CITY OF BELLINGHAM:**

_____

Mayor

ATTEST: _____ _____

Finance Director Human Resources Director

Chief of Police

APPROVED AS TO FORM:

_____

Office of the City Attorney