MEMORANDUM OF UNDERSTANDING

Between

City Of Bellingham

and

Fraternal Order of Police, WA North Cascades Lodge #18

Contract Extension

I. **PURPOSE:** This Memorandum of Understanding sets forth the guidelines of an agreement extending the terms of the expired 2022-2024 Collective Bargaining Agreement between the parties.

II. **NO PRECEDENT:** This agreement is established in response to unique circumstances presently existing in the Bellingham Police Department. This agreement is not intended to set precedent for like circumstances in the future.

III. **SCOPE:** This agreement covers members of the Fraternal Order of Police, WA North Cascades Lodge #18.

IV. **AGREEMENT:**

WHEREAS, the parties have agreed it would be mutually beneficial to minimize the bargaining process in the future. The Lieutenants are supervisors at the City, and protracted bargaining is detrimental to the overall management and operation of the Police Department and the City

WHEREAS, the City of Bellingham and FOP have agreed that with regard to the major economic items of wages, deferred compensation, education incentive and longevity, the mutual expectation of the parties is that the Lieutenants will generally receive the same changes as received by the members of the rank-and-file-unit, as outlined in Article 9.5 of the collective bargaining agreement between the parties with the exception;

NOW, THEREFORE, the parties agree that:

- The terms of the expired 2022-2024 Collective Bargaining Agreement between the parties shall be extended through December 31, 2025, with the following modifications as indicated in red below which will be incorporated into the successor collective bargaining agreement.

9.2 Longevity Pay

A. Any employee who has, as of the calendar year in question, completed the following lengths of Police Department service as a regularly commissioned officer with the City shall receive the following longevity pay:

Effective March 16, 2025

YEARS OF SERVICE	*Longevity Rate*
10 or more years of service	*4%*
15 or more years of service	*5.5%* *Plus 7%* in lieu of City match to deferred compensation = 12.5%*
20 or more years of service	*8.5%* *Plus 7%* in lieu of City match to deferred compensation =15.5%*
25 or more years of service	*9.5%* *Plus 7%* in lieu of City match to deferred compensation = 16.5%*

* 7% increase in Longevity is in consideration for eliminating a deferred compensation employer match for FOP employees with 15 or more years seniority.

B. As employees qualify for each longevity level, such additional longevity pay shall be granted in the calendar month following qualification. The amount listed at each service level is the total longevity pay and shall not be cumulative.

9.3 Education Incentive

Employees who have received educational credits from an accredited institution will be eligible for an educational incentive added to the employee's base salary, as set forth below.
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BA/BS Degree: 5.5% Effective January 1, 2025 the BA incentive will increase to 6%.

Associate's Degree or 90 quarter credits or 60 semester college credits: 2.5% Effective January 1, 2025 the AA incentive will increase to 3%.

It is the employee's responsibility to have their diploma or transcripts provided from an accredited institution to the Deputy Chief of Operations in order to be eligible for the Incentive. The Education Incentive shall be added to the monthly rate of pay of the employee's current classification

- This agreement concludes bargaining between the parties for 2025. The parties agree to abide by the provisions of this agreement effective retroactively January 1, 2025.

DATED this _____ day of _____, 2025 for **Fraternal Order of Police**:

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