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PUBLIC EMPLOYMENT
RELATIONS COMMISSION
OLYMPIA, WA

CITY OF BREMERTON, WASHINGTON

AND

BREMERTON PATROLMEN'S
ASSOCIATION

WASHINGTON PERC
CASE NO. 8092-I-89-184

RONALD HOH
Mediator/Arbitrator

ARBITRATION AWARD AND ORDER OF CASE DISMISSAL

This proceeding arises pursuant to Washington Revised Code (hereinafter RCW) 41.56.030(6) and 41.56.450 et. seq. Being unable to agree upon the terms of a new collective bargaining agreement in their negotiations and in mediation, the above named parties selected the undersigned as neutral arbitrator, pursuant to RCW 41.56.470, to make "written findings of fact and a written determination of the issues in disputes" with regard to ten remaining issues certified for arbitration by the Washington Public Employment Relations Commission on July 20, 1989. The hearing was thereafter scheduled for November 30 and December 1 and 2, 1989. On November 28, the parties agreed: 1) to waive the arbitration panel requirements of RCW 41.56.450; 2) that the undersigned should act as a mediator/arbitrator during the scheduled hearing dates rather than conduct an immediate arbitration hearing; and 3) that there were no statutory or constitutional impediments to prevent the parties from engaging in mediation/arbitration.

Mediation sessions were thereafter held by the mediator/arbitrator with the parties on November 30 and December 1, 1989. With the assistance of the mediator/arbitrator, the parties reached total agreement on all outstanding issues on December 1,

1989. The parties agreed at that time that the mediator/arbitrator should, upon receipt of completed and executed copies of the new collective bargaining agreement, memorialize the parties' voluntary agreement as an arbitration award, and dismiss the case in his function as a "state agency" in accordance with RCW 41.56.452. Those executed copies of the new collective bargaining agreement were received by the undersigned on February 13, 1990, and this award is thus rendered pursuant to RCW 41.56.452 and the parties' agreement.

In their voluntary agreement reached on December 1, 1989, the parties agreed to resolve the outstanding issues as follows:

1. UNION SECURITY (ARTICLE 4.2) - The City's proposal, with the exception that the words "An employee not a member of the Association prior to September 3, 1986 shall not be subject to this Article" shall be inserted at the end of that proposal.
2. WAGES (ARTICLE 6 AND APPENDIX A) - All bargaining unit employees shall receive the following wage increases:
 - 5% increase retroactive to July 1, 1989;
 - 5% increase effective July 1, 1990;
 - 5% increase effective January 1, 1991;
 - 5% increase effective October 1, 1991.
3. CALL BACK (ARTICLE 7) - City proposal.
4. VACATION (ARTICLE 9.1) - Current language.
5. LEOFF I SICK LEAVE (ARTICLE 11.8) - Status quo (Union proposal).
6. BEREAVEMENT (ARTICLE 12.1) - Current language.
7. INSURANCE (ARTICLE 14)

AWC Plan for the period of 1/1/89-12/31/89.
KPS Plan effective 1/1/90 through end of contract.

The City agrees to pay the entire single and dependent premium until 7/1/90. Thereafter, the employee will pay

\$7.00 per dependent per month, up to a maximum of \$21 per month, during the remainder of the contract term.

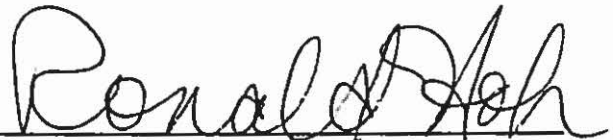
8. HOLIDAY OVERTIME (ARTICLE 10.3) - Current language, with the following clarification:

"Detectives and other employees on special assignments shall be required to take off the designated family holidays set forth in Section 2 of this Article, and shall not work on those days absent approval by that employee's immediate supervisor."

9. INTERVIEW GUIDELINES (APPENDIX B) - Status quo, except that this provision will be incorporated into a new contract provision in Article 16.5.
10. TERM OF AGREEMENT (ARTICLE 22) - January 1, 1989 through and including December 31, 1991.

The mediator/arbitrator hereby adopts the above described agreement of the parties as the arbitration award in this matter. Pursuant to that agreement and award, and in accordance with my function as a "state agency" under RCW 41.56.452, the above captioned matter is, therefore, dismissed.

March 2, 1990



RONALD HOH
Arbitrator/Mediator