



**TOPPENISH CITY COUNCIL
STUDY SESSION AGENDA
FEBRUARY 6, 2023 – 5:00 P.M.**

1. Call To Order/Roll Call
2. New Employee Introductions
 - Nandy Madrigal
 - Maria Morales

3. Approve Agenda

4. Public Comment

The City Council welcomes public attendance at Council meetings. This meeting is for the conduct of regular City business. At this time, citizen comments and inquiries about agenda business or general City matters are encouraged. If you wish to address the City Council, please stand or raise a hand so you can be called upon. After you are recognized, please come forward to the lectern, state your name, and address for the public record. Your remarks must be limited to three minutes or less. Please use the microphone.

5. Executive Session: [RCW 42.30.140(4)(a)]

Purpose: Labor Negotiations
Time: 30 minutes
Action: Anticipated

6. AB 23-009: [Proposed] Resolution 2023-07, Approve Police Officers Collective Bargaining Agreement for the period from January 1, 2023 through December 31, 2025

7. Receive update on Recreation and Aquatics

8. Adjournment

Next Regular Council Meeting will be on February 13, 2023



**CITY OF TOPPENISH
REQUEST FOR COUNCIL ACTION
Agenda Bill No.: 23-009**

**Agenda Item
6**

Meeting Date: February 6, 2023

Subject: Approve the Collective Bargaining Agreement for the Uniformed Police Personnel

Attachments: 1) Resolution 2023-07; and 2) Toppenish Police Officers Association and Fraternal Order of Police Lodge 10 Collective Bargaining Agreement

Presented by: Debbie Zabell, City Manager

Approved For Agenda By: Debbie Zabell, City Manager

Discussion:

The Toppenish Police Officers Association and Fraternal Order of Police Lodge 10 have ratified their Collective Bargaining Agreements. The primary focus of the contract centers around employee recruitment and retention. Some of the highlights in the Agreement include:

- Three-year agreement: January 1, 2023, to December 31, 2025.
- Cost of Living Allowance: January 1, 2023: 7% - January 1, 2024: 5% - January 1, 2025: 5%.
- Establish aggregate years of service for longevity and vacation accrual.
- Establish incentive pay premiums for: Bilingual, Investigator, Specialty/Corporal, Education and K-9.
- Officer Referral Incentive.

Members of the Negotiation Team deserve commendation for their collaborative negotiations. Staff is pleased to recommend to City Council the ratification and adoption of this Agreement with Police personnel. A copy the Agreement will be provided during the Executive Session.

Fiscal Impact: The increase to salaries and wages has been included in the proposed 2023 Budget.

Recommendations: Motion to approve Resolution 2023-07 to authorize City Manager to sign the Toppenish Police Officers Association and Fraternal Order of Police Lodge 10 Collective Bargaining Agreement from January 1, 2023 through December 31, 2025.

Alternatives: 1) Do not approve. 2) Forward to Study Session for further review.

RESOLUTION 2023-07

**A RESOLUTION APPROVING AND AUTHORIZING THE
AGREEMENT BETWEEN THE CITY OF TOPPENISH AND
TOPPENISH POLICE OFFICERS ASSOCIATION AND FRATERNAL
ORDER OF POLICE, LODGE 10 (REPRESENTING THE POLICE
DEPARTMENT) FOR THE PERIOD FROM JANUARY 1, 2023
THROUGH DECEMBER 31, 2025**

WHEREAS, the Toppenish Police Officers Association, in cooperation with the Fraternal Order of Police, Lodge 10, is the certified collective bargaining representative for certain employees of the Police Department of the City of Toppenish, Washington, and

WHEREAS, the City of Toppenish has entered into negotiations with the Toppenish Police Officers Association and Fraternal Order of Police, Lodge 10, for a labor contract with employees in the bargaining unit, and

WHEREAS, an agreement has been reached with the Toppenish Police Officers Association and Fraternal Order of Police, Lodge 10, on behalf of the employees represented thereby, which agreement has been reduced to writing, and has been reviewed and found acceptable by the City Council,

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TOPPENISH, WASHINGTON AS FOLLOWS:

The Agreement by and between the City of Toppenish and Toppenish Police Officers Association and Fraternal Order of Police, Lodge 10, for the period from January 1, 2023 through December 31, 2025, a copy of which is attached hereto and incorporated herein by this reference, is hereby approved and the City Manager and the Administrative Services Director are authorized to sign said agreement on behalf of the City.

This resolution shall be effective immediately upon passage and signatures hereto.

PASSED by the Toppenish City Council during its meeting held on February 6, 2023.

ELPIDIA SAAVEDRA, Mayor

ATTEST:

HEIDI RIOJAS, CMC, City Clerk