

**AGREEMENT EXTENSION**  
**By and Between**  
**CITY OF MILL CREEK, WASHINGTON**  
**and**  
**MILL CREEK POLICE OFFICERS' GUILD**

This Agreement Extension is between the City of Mill Creek, Washington, hereinafter referred to as the "City" and the Mill Creek Police Officers' Guild, hereinafter referred to as the "Guild," representing commissioned non-sergeants and sergeants.

**Background:**

- A. Whereas the 2018-2020 Collective Bargaining Agreement ("CBA") expires December 31, 2020; and
- B. Whereas COVID-19 has significantly impacted the local, state, national, and global economies since March 2020, and has adversely impacted the City's revenues; and
- C. Whereas the City has taken the position that COVID-19 has resulted in a great deal of economic uncertainty for the City; and
- D. Whereas the Police Department's leadership has been in transition for much of 2020; and
- E. Whereas the Guild advised the City by letter dated May 7, 2020, of its desire to open bargaining on a successor agreement; and
- F. Whereas there is a mutual interest of the parties to resolve bargaining on a successor agreement by extending the terms of the 2018-20 CBA through 2021. This extension foregoes prolonged, formal negotiations that would otherwise entail bargaining involving the comparison of 2020 wages, hours, and conditions of employment pursuant to statute.

**Agreement:**

Now, therefore, the parties agree as follows:

1. Extend the terms of the 2018-2020 CBA through December 31, 2021.
2. ***Effective January 1, 2021, the wage rates in Attachment A to the CBA will be increased by 2.0%. If the MOU is not ratified before January 1, 2021, the parties agree that retro pay for hours worked commencing***

**January 1, 2021, will be provided as soon as practicable following ratification.**

3. Open bargaining for the successor agreement by July of 2021 to enter formal negotiations on a successor CBA.
4. All other terms and conditions of the CBA will remain unchanged unless otherwise agreed to in writing by the parties.
5. The parties acknowledge that all parties have fulfilled their obligations to engage in collective bargaining over the subjects contained in this Agreement.
6. Any dispute, disagreement, or complaint concerning the interpretation or alleged violation of this Agreement is subject to the grievance process stated in Article 12 of the CBA.

Executed DECEMBER 16, 2020.

City of Mill Creek

Mill Creek Police Officers' Guild



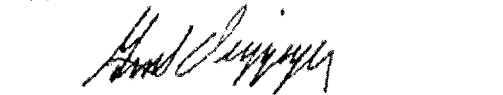
Michael Ciaravino  
City Manager  
As per Resolution No. 2020-598

Jesse Mack  
Guild President

Attest:

  
\_\_\_\_\_  
Naomi Fay, City Clerk

Approved as to Form:

  
\_\_\_\_\_  
Grant Degginger, City Attorney

## ATTACHMENT A

### *to 2021 Labor Agreement (extension to 2018-20 CBA)*

<b>Non-Sgts</b>						
	Step A	Step B	Step C	Step D	Step E	Step F
Ref.	0-12m	13-24m	25-36m	37-48m	49-60m	61+ m
2020	\$5,695	\$6,045	\$6,396	\$6,746	\$7,096	\$7,633
2021	\$5,809	\$6,166	\$6,524	\$6,881	\$7,238	\$7,786
	33.51 hr	35.57	37.64 hr	39.70 hr	41.76 hr	44.92 hr

<b>Sergeants</b>				
	Step A	Step B	Step C	
Ref.	0-12m	13-24m	25+ m	
2020	\$8,016	\$8,417	\$8,838	
2021	\$8,176	\$8,585	\$9,015	

\*With Education incentive  
(Masters): max pay at  
\$98,103.60 annually &  
\$8,175.30 monthly

**RESOLUTION NO. 2020-598**

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A ONE-YEAR EXTENSION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND THE MILL CREEK POLICE OFFICERS GUILD**

THE CITY COUNCIL OF THE CITY OF MILL CREEK, WASHINGTON DOES RESOLVE AS FOLLOWS;

Section 1. The City Manager is hereby authorized to execute a one-year extension of the current Collective Bargaining Agreement between the City and the Mill Creek Police Officers' Guild dated January 1, 2018 to December 31, 2020, including a two percent (2.0%) wage increase effective January 1, 2021, a copy of which is attached.

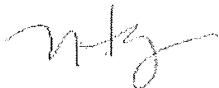
Adopted this 8th day of December by a vote of 6 for, 0 against, and 0 abstaining.



---

BRIAN HOLTZCLAW, MAYOR

ATTEST/AUTHENTICATED:



---

NAOMI FAY, CITY CLERK

APPROVED AS TO FORM:



---

GRANT DEGGINGER, CITY ATTORNEY