

AGREEMENT
by and between
CITY OF EDMONDS, WASHINGTON
and the
EDMONDS POLICE OFFICERS' ASSOCIATION
JANUARY 1, 2013 THROUGH DECEMBER 31, 2013
(Representing the Law Enforcement Support Service Employees)
THIS AGREEMENT is by and between the CITY OF EDMONDS, WASHINGTON,
Hereinafter referred to as the Employer, and the EDMONDS POLICE OFFICERS'
ASSOCIATION, hereinafter referred to as the Association.

WHEREAS, on October 16, 2012, the Employer and the Association, representing the Law Enforcement Support Service Employees, entered into a collective bargaining agreement covering the period January 1, 2012 through December 31, 2012 (hereinafter referred to as the CBA); and

WHEREAS, the parties are desirous of extending the CBA for an additional year covering the period January 1, 2013 through December 31, 2013; NOW THEREFORE

The parties agree that the terms and conditions set forth in the CBA will remain in full force and effect for one additional year covering the period January 1, 2013 through December 31, 2013; and

The parties agree that any reference to duration contained within the CBA will hereby be modified to reflect the one additional year duration covering the period January 1, 2013 through December 31, 2013; and

The parties agree that Appendix "A", more commonly known as the wage scale (base monthly wages), will be increased across-the-board by two percent (2.0%), effective January 1, 2013, affecting all pay grade classifications and steps therein. By way of illustration and not limitation, individual employees shall be entitled to step, longevity, accreditation, and other contractual pay incentives occurring under the terms of this one-year agreement; and

The Parties further agree that the following provisions will be incorporated into the CBA, effective January 1, 2013, and will be codified as indicated:

17.4 Driver License - While operating City of Edmonds' vehicles, all Employees must have a valid Washington State Driver License in their possession at all times. This is required for compliance with state law and is also required by the City's insurance carrier. No less frequently than on an annual basis, the City will enter the Employee's Washington State Driver License number into the publicly accessed Washington State Department of Licensing webpage to check driver license status.

Employees who operate City of Edmonds vehicles shall immediately notify their respective Assistant Chief through proper chain of command any time the employee's driver license for any reason becomes suspended, revoked, or is in any way not valid or current. Employees shall not resume operation of any City vehicle until a valid, current driver license is presented to their respective Assistant Chief.

17.5 Credit Check - Employees seeking assignment as a Property Officer shall have a credit check performed by the Employer subsequent to final selection but prior to being assigned to the position. The purpose of the credit check is to review any outstanding debts/creditors that may place the Employee in the position of being unduly

influenced or intimidated. In performing such a check, the Employer will specifically seek information on indebtedness outside of usual, customary and timely paid obligations (usual and customary to include mortgage, auto loans and credit cards).

Should the Employee dispute any information of concern on the credit report, the Employee may contest this information within ten business days from the date any questionable credit report information was presented to the Employee by the Employer.

Following review of the credit report by the Employer, the report will be given to the Employee for retention or destruction. The report will not serve as the basis for further investigation, nor will information therein be used as a basis for disciplinary action. This process is voluntary for those Employees seeking this specific assignment. Should the Employee not be desirous of having the Employer conduct a credit check, the Employee will be allowed to withdraw from the selection process without prejudice.

CITY OF EDMONDS, WASHINGTON

By: Alain P. Escobar

Title: Mayor

Date: 12-5-12

EDMONDS POLICE OFFICERS' ASSOCIATION

By: Steve Anderson

Title: PRESIDENT

Date: 11-28-12

ATTEST:

By: Sandra A. Chase

Title: CITY CLERK

Date: 12-5-12