

STATE OF WASHINGTON

BEFORE THE PUBLIC EMPLOYMENT RELATIONS COMMISSION

In the matter of the petition of:

LAKEWOOD POLICE MANAGEMENT  
GUILD

For clarification of an existing bargaining unit  
of employees of:

CITY OF LAKEWOOD

CASE 138339-C-24

DECISION 13796 - PECB

ORDER AMENDING CERTIFICATION

*Andrew Gildehaus*, President, for the Lakewood Police Management Guild.

*Mary McDougal*, Director, Human Resources, for the City of Lakewood.

On February 8, 2024, the Lakewood Police Management Guild (union) filed a unit clarification petition under WAC 391-35-085 asking that the agency amend an existing bargaining unit certification to reflect a change in job title of the employees in its bargaining unit at the City of Lakewood (employer). The union represents a bargaining unit of Police Lieutenants that is currently described as “All full-time and regular part-time Lieutenants of the City of Lakewood Police Department, excluding confidential employees and all other employees.” *City of Lakewood*, Decision 11632 (PECB, 2013). During the course of representation, the employer changed the titles for employees in the Lieutenant job class. The employees in that job class are now in the “Captains” job class. The union asserts, and the employer agrees that the petition does not alter the configuration of the bargaining unit and that no question concerning representation is raised by the petition.

WAC 391-35-085 provides a process for an organization to petition for an amendment to an existing certification, stating:

A party may file a petition to amend an existing certification to reflect a minor change in circumstances, such as a change of an employee organization's name or an employer's name, and the executive director may amend the certification if the amendment does not add or remove positions from the existing bargaining unit or change the bargaining unit's configuration and there is no question concerning representation.

Here, the union's petition merely seeks to amend the existing certification to reflect changes to the Captain job class. The bargaining unit's structure has not been altered, and no question concerning representation exists. The union's request for amendment is granted.

ORDER

1. The bargaining unit represented by Lakewood Police Management Guild and described in *City of Lakewood*, Decision 11632 (PECB, 2013) is amended to read as follows:

All full-time and regular part-time Captains of the City of Lakewood Police Department, excluding confidential employees and all other employees.

2. The amendment to the certification issued in this proceeding does not give rise to a new "certification bar" year under RCW 41.56.070 or WAC 391-25-030(3).

ISSUED at Olympia, Washington, this 6th day of March, 2024.

PUBLIC EMPLOYMENT RELATIONS COMMISSION



MICHAEL P. SELLARS, Executive Director

This order will be the final order of the agency unless a notice of appeal is filed with the Commission under WAC 391-35-210.



# RECORD OF SERVICE

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ISSUED ON 03/06/2024

DECISION 13796 - PECB has been served by mail and electronically by the Public Employment Relations Commission to the parties and their representatives listed below.

BY: DEBBIE BATES

CASE 138339-C-24

EMPLOYER: CITY OF LAKEWOOD

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PARTY 2: LAKEWOOD POLICE MANAGEMENT GUILD

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