



## Resolution Nos. 40887 and 40888

City of Tacoma | Tacoma Police Department

City Council Meeting  
December 14, 2021  
ITEM Nos. 22 and 23



### OVERVIEW



- A resolution authorizing the execution of a Collective Bargaining Agreement with Police Union Local 6 for the term of 2021-2023.
- A resolution authorizing the execution of a Collective Bargaining Agreement with Police Management Union Local 26 for the term of 2022-2024.

## BACKGROUND



### Completed Transformation efforts

- Body Worn Cameras - fully implemented (all officers with citizen interaction are wearing cameras)
  - AXON Performance Software overlay pilot program
- "8 Can't Wait", "Bias Free Policing", Ban on Chokeholds – fully bargained and implemented
- Civilian Chief of Staff position in TPD (negotiated)
- Translation Services updated to avoid relying on citizen translation, and to include ease of access and video.
- Numerous policy and procedure changes and training to begin implementation of 21CP and full implementation of 2020-2021 state legislation

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## BACKGROUND



### Transformation Currently in Bargaining

- BWC policy updates (CPAC and TPD Operational)
  - Dash camera policy update/inclusion
- Survey 123 demographic data collection tool
- Location tracking technology policy (GPS, AVL, Cellular, etc.)
- Schedule change to adjust for shift coverage and mandatory overtime

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## BACKGROUND



### Future Transformation in Process

- Community oversight
- 21CP current state analysis recommendations
- Matrix staffing and alternative response recommendations
- Heal the Heart
- National Network for Safe Communities reconciliation program

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## BACKGROUND



### Bargaining Process

- Unprecedented Community Involvement on City's Bargaining Team
  - TishaMarie Wosencroft and Will Hausa
- Engagement throughout the process from start to completion
- TishaMarie and Will were critical to reaching this agreement and achieving City's transformational objectives

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## ISSUES



### Critical Achievements of Local 6 Agreement

- Removal of contract language allowing for purging of discipline from employee files
- Confirms ability and process for anonymity of citizen complaints
- Implements state law requirements for assignment of arbitrators to disciplinary grievances
- Changes to compensation formula and provision of market competitive wage increases to facilitate recruitment and retention

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## RECOMMENDATIONS



- Staff recommends adoption of Resolution Nos. 40887 and 40888

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## **Resolution Nos. 40887 and 40888**

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