



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Union, Local 6, I.U.P.A – January 16, 2024  
**DATE:** January 4, 2024

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A. effective retroactive from January 1, 2024, through December 31, 2026.

**BACKGROUND:**

The resolution authorizes execution of a of a Collective Bargaining Agreement (CBA) as negotiated with the Tacoma Police Union, Local 6, I.U.P.A., effective January 1, 2024, through December 31, 2026.

The agreement is for three years, covers approximately 328 budgeted, full-time equivalent positions, and provides for a wage increase in each year of the agreement. Effective January 1, 2024, all classifications will be increased by 6.5 percent; effective January 1, 2025, wages will be increased by 7 percent; and effective January 1, 2026, wages will be increased by an amount equal to 100 percent of the June-to-June Consumer Price index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue area, with a minimum increase of one percent up to a maximum of five percent, with a possible adjustment if needed to maintain a 1<sup>st</sup> place ranking in the market as provided in the agreement.

Other changes in the agreement include:

1. Effective upon City Council adoption, and as soon as administratively practicable, the City will match an employee’s contribution to deferred compensation to a maximum contribution of up to \$238 per pay period.
2. A PORAC Retiree Medical Trust (RMT) will be established in accordance with applicable federal and state laws, to be used for retiree health insurance premiums or other qualifying medical expenses as allowed by law and the PORAC RMT Summary Plan Description. The City will also make a one-time lump sum contribution of \$500 on behalf of each LEOFF II employee of the bargaining unit to the PORAC RMT. Employees will be required to make monthly contributions by payroll deduction, and deposits of sick leave cashed out upon retirement from City Service.
3. Accrued and unused Sick leave upon retirement will be cashed out at the following tiers (25 percent, up to 400 hours, 33 percent, for 401-800 hours and 50 percent for 801 hours and above) based on the leave balance, and the amount deposited into the employee’s PORAC RMT account.
4. Effective January 1, 2024, the City’s monthly contribution made into approved retirees’ VEBA accounts will be \$597; and will allow participation in the program if the member separates with a disability retirement.



5. The application of rate of 5 percent for Police Patrol Specialist will be eliminated through attrition, and an application of rate of 4 percent will be created for a full-time Police Training Officer.
6. An application of rate of 5 percent is added for an employee assigned to the Marine Services Unit (MSU). Employees assigned to Search and Rescue, Dive team or MSU teams will only be eligible for one application of rate under this section.
7. The amount available by the Department for employee tuition reimbursement will be increased to \$35,000 per year, and must be for the benefit of the Department and the employee. If the employee leaves within 6 months after the reimbursement, the amount must be repaid.
8. Updated language in Article 4 to include the Deputy Chief in the grievance process and capturing the RCW for discipline cases.
9. Updates regarding the use of deadly force language to remove the past practice of delaying a compelled statement until a criminal review is complete; and allow administrative leave for the officers that witness a use of deadly force and the involved officer.
10. Adds a new Article 35 to the agreement– Investigation Suspension without Pay to be used to place an employee on administrative leave without pay, when that employee has been charged with a crime that, if found guilty, would disqualify the employee from maintaining their commission, per RCW 43.101.105, Section 2 (a) (i) A-E.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The Collective Bargaining Agreement has been reached with the Tacoma Police Union, Local 6, I.U.P.A., and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**Explain how your legislation will affect the selected indicator(s).**

This legislation supports the responsible and sustainable management of City funds.

**ALTERNATIVES:**

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Tacoma Police Union, Local 6, I.U.P.A.



**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**Are the expenditures and revenues planned and budgeted in this biennium's current budget?**

No

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City's FTE/personnel counts?**

No

**ATTACHMENTS:**

Collective Bargaining Agreement  
Fiscal Impact Memorandum