



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Dylan Carlson, Senior Labor Relations Manager
Kari Louie, Assistant Human Resources Director
Shelby Fritz, Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the Tacoma Police Union, Local 6 - May 10, 2022
DATE: April 21, 2022

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Police Union, Local 6, regarding the timeline for administrative leave following a use of deadly force situation.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) with the Tacoma Police Union, Local 6, regarding the timeline for administrative leave following a use of deadly force situation, and complications resulting from Pierce County Force Investigation Team investigatory timelines.

Article 30, Section 30.13(2)(C) of the current collective bargaining agreement (CBA) between the parties provides for administrative leave for up to fourteen (14) calendar days. If released to return to duty, the employee may elect to return to work anytime during the administrative leave.

The Letter of Agreement amends the CBA to extend the period up to twenty-one (21) calendar days, with the ability for the Employer to extend the period for administrative leave upon reasonable cause shown warranting the extension.

Historically, when the Tacoma Police Department (“TPD”) conducted investigations of use of force internally, the timeline of fourteen (14) days was sufficient for evaluation and return to duty. Now that such investigations are conducted through the Pierce County Force Investigation Team (PCFIT), the fourteen (14) day timeline in the collective bargaining agreement is proving insufficient in some cases to provide adequate time for TPD and the employee directly involved in the use of deadly force to have adequate time to assess and achieve sufficient information or evaluation to determine release to return to duty.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

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 the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to authorize execution of the Letter of Agreement negotiated with the Tacoma Police Union, Local 6.

FISCAL IMPACT: Department Directors will be responsible for adhering to their overall levels of appropriation.