



RESOLUTION NO. 41341

1 A RESOLUTION related to collective bargaining; authorizing execution of a three-
2 year Collective Bargaining Agreement between the City and Tacoma Police
3 Union, Local 6, I.U.P.A. consisting of 328 budgeted full-time equivalent
4 positions, retroactive to January 1, 2024, through December 31, 2026.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and
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8 WHEREAS this resolution allows for the execution of a three-year Collective
9 Bargaining Agreement (“CBA”) between the City and Tacoma Police Union, Local
10 6, I.U.P.A. (“Union”), on behalf of the employees represented by said Union, and
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11 WHEREAS the bargaining unit consists of approximately 328 budgeted,
12 full-time equivalent (“FTE”) positions, and
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14 WHEREAS the CBA will provide for a wage increase in each year of the
15 agreement, as follows: effective retroactive to January 1, 2024, wages for all
16 classifications will be increased by 6.5 percent; effective January 1, 2025, wages
17 will be increased by 7 percent; and effective January 1, 2026, wages will be
18 increased by an amount equal to 100 percent of the June-to-June Consumer Price
19 index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-
20 Bellevue area, with a minimum increase of one percent up to a maximum of five
21 percent, with a possible adjustment if needed to maintain a first place ranking in the
22 market as provided in the agreement, and
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24 WHEREAS other changes include: (1) Effective upon City Council
25 adoption, and as soon as administratively practicable, the City will match an
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1 employee's contribution to deferred compensation to a maximum contribution of
2 up to \$238 per pay period; (2) A PORAC Retiree Medical Trust (RMT) will be
3 established in accordance with applicable federal and state laws, to be used for
4 retiree health insurance premiums or other qualifying medical expenses as
5 allowed by law and the PORAC RMT Summary Plan Description. The City will
6 also make a one-time lump sum contribution of \$500 for each LEOFF II
7 bargaining unit employee to the PORAC RMT. Employees will be required to
8 make monthly contributions by payroll deduction, and deposits of sick leave
9 cashed out upon retirement from City Service; (3) Accrued and unused sick
10 leave upon retirement will be cashed out at the following tiers: 25 percent, up to
11 400 hours; 33 percent, for 401-800 hours; and 50 percent for 801 hours and
12 above, based on applicable leave balances, and the amount deposited into the
13 PORAC RMT; (4) Effective retroactive to January 1, 2024, the City's monthly
14 contribution made into approved retirees' VEBA accounts will be \$597, and will
15 allow participation in the program if the member separates with a disability
16 retirement; (5) The five percent application of rate for Police Patrol Specialist
17 will be eliminated through attrition, and an application of rate of four percent will
18 be created for a full-time Police Training Officer; (6) An application of rate of five
19 percent is added for an employee assigned to the Marine Services Unit (MSU).
20 Employees assigned to Search and Rescue, Dive team or MSU teams will only
21 be eligible for one application of rate; (7) The amount available by the
22 Department for employee tuition reimbursement will be increased to \$35,000
23 per year, and must be for the benefit of the Department and the employee. If
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the employee leaves within six months after the reimbursement, the amount must be repaid; (8) Article 4 is updated 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 and allowing administrative leave for the officers that witness a use of deadly force and the involved officer; and (10) Adds a new Article 35 to the agreement – Investigative 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, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and Tacoma Police Union, Local 6, I.U.P.A. retroactive to January 1, 2024, through



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December 31, 2026, said document to be substantially in the form of the agreement
on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney