



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Interim Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorizing execution of a Letter of Agreement with the Tacoma Police Union, Local 6, Commissioned Unit – September 9, 2025
DATE: August 21, 2025

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the Tacoma Police Union, Local 6, Commissioned Unit, regarding a lateral police officer incentive program.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement (LOA) as negotiated with the Tacoma Police Union, Local 6, Commissioned Unit.

Hiring additional staff at the Tacoma Police Department (TPD) is critical to reducing crime and creating a safe and secure environment in which to live, work, and visit. Currently, there are more than 25 police officer vacancies at the TPD. New police officers must undergo a combined training program, which includes 6 months at the CJTC and 6 months of on-the-job training with the TPD, before they can work as fully commissioned police officers. Hiring an experienced LEO already commissioned by the CJTC reduces the necessary training time to 120 days or less.

To address the ongoing staffing challenges at the TPD, the City is proposing a Lateral Police Officer Incentive Program. The purpose of the Lateral Police Officer Incentive program is to recruit and retain experienced police officers currently working in Washington State. It is designed to minimize the time and expense required to fully train a Tacoma Police Officer, thereby expediting progress toward meeting TPD's staffing goals.

The Letter of Agreement provides lateral police officers hired under the terms of the program with the following: \$25,000 upon date of hire; \$12,500 upon completion of a 12-month probationary period; and \$12,500 one year after the completion of the probationary period. In addition, lateral officers would be eligible for up to 120 hours of floating holiday leave; 40 hours provided upon date of hire in 2025, and 80 hours provided for 2026. An officer who accepts the lateral incentive, and voluntarily separates prior to the completion of two full years of employment, would be required to reimburse the entire amount of incentive payments received.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the Tacoma Police Union, Local 6, Commissioned Unit, 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 Letter of 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, Commissioned Unit.

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:

Letter of Agreement

Fiscal Impact Memorandum