



RESOLUTION NO. 40672

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and Tacoma
3 Police Union, Local 6, I.U.P.A. to extend the 2017-2019 Collective
4 Bargaining Agreement through December 31, 2020, and the terms of a Body
5 Worn Camera program, to be implemented January 1, 2021.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS Resolution No. 39983, adopted April 10, 2018, authorized the
10 execution of the three-year Collective Bargaining Agreement (“CBA”) between the
11 City of Tacoma and Tacoma Police Union, Local 6, I.U.P.A. (“Union”), on behalf of
12 the employees represented by said Union, and

13 WHEREAS the City and the Union have negotiated a Letter of
14 Agreement (“LOA”) to the CBA which extends the terms of the 2017-2019 CBA
15 through December 31, 2020, and provides for the following: (1) a general wage
16 increase of 4 percent, retroactive to January 1, 2020; (2) changes to Article 3,
17 Union Membership and Dues, and Article 23, Special Provisions, consistent with
18 the parties’ Letters of Agreement addressing impacts to Union Dues, Fees and
19 Long Term Disability coverage; (3) changes to Article 4, Grievance Procedure, to
20 allow that at any step of the grievance procedure, either party may request a
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meeting to discuss the facts and potential resolution of the grievance, including how timelines may be affected; (4) changes to Article 8, Safety Standards, to update references to the Washington Administrative Code (WAC); (5) changes to Article 15, Hours of Work, to indicate that the monthly changeover of days off rotation will occur on the first Monday of every month; that employees on administrative leave, critical incident leave, or any other temporary assignment to another shift with a lesser rate shall not forfeit shift differential pay; that employees may utilize compensatory time in tenth of an hour increments; and that employees hired on or after January 1, 2012, may carry over up to 40 hours of compensatory time from one calendar year to the next, with the remainder cashed out at the end of each calendar year; and (6) changes to Article 20, Work Assignments, so that up to three months of temporary time worked shall be credited toward the required probationary period of six months for permanent promotions within the Local 6 bargaining unit, absent compelling, written justification from the Chief of Police, and

WHEREAS the LOA incorporates the terms of a Body Worn Camera program, to be implemented January 1, 2021, and

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



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

That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and Tacoma Police Union, Local 6, I.U.P.A., said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney