



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with Tacoma Police Union, Local 6, I.U.P.A. to extend the 2017-19 collective bargaining agreement through December 31, 2020 – October 13, 2020
DATE: October 6, 2020

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A. to extend the 2017-2019 collective bargaining agreement through December 31, 2020, and the terms of a Body Worn Camera program, to be implemented January 1, 2021.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement negotiated with the Tacoma Police Union, Local 6, I.U.P.A., to extend the terms of the 2017-2019 collective bargaining agreement through December 31, 2020. The Letter of Agreement includes a wage increase of 4 percent, retroactive to January 1, 2020; and terms of a Body Worn Camera program added as Appendix D, to be implemented January 1, 2021.

Other changes in the Letter of Agreement include:

Article 3 Union Membership and Dues and Article 23 Special Provisions – updates consistent with the parties’ Letters of Agreement addressing impacts to Union Dues, Fees and Long Term Disability coverage.

Article 4 Grievance Procedure –language to allow that at any step of the grievance procedure, either party may request a meeting to discuss the facts and potential resolution of the grievance, and how timelines may be affected.

Article 8 Safety Standards – updated references to the Washington Administrative Code (WAC).

Article 15 Hours of Work – updated to indicate 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 (0.1) increments, and that employees hired on or after January 1, 2012 may carryover up to forty (40) hours of compensatory time from one calendar year to the next, and the remainder will be cashed out at the end of each calendar year.

Article 20 Work Assignments adds language that up to three (3) months of temporary time worked shall be credited toward the required probationary period of six (6) months for permanent promotions within the Local 6 bargaining unit, absent compelling, written justification from the Chief of Police.



COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

Terms of this Letter of Agreement have been discussed with the Tacoma Police Union, Local 6, I.U.P.A., and have been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*

Economy/Workforce: *Equity Index Score:* 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 Letter of Agreement with the Tacoma Police Union, Local 6, I.U.P.A.

FISCAL IMPACT:

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

ATTACHMENTS:

- Letter of Agreement
- Fiscal Impact from the Budget Office