



City of Tacoma

City Council Action Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Kari Louie, Acting Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit – July 8, 2025
DATE: June 23, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit, effective upon City Council adoption through December 31, 2026.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) as negotiated with the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit. The City recognizes the Union as the collective bargaining representative for all employees in the unit, pursuant to PERC Case 138999-E-24, Decision 13889 (PECB, 2024). The agreement covers approximately 5 budgeted, full-time equivalent positions, and provides for wages, hours and working conditions on behalf of the employees represented by said Union.

The classification of Community Service Officer (CSC 4225) will be classified and designated as overtime category A (eligible for overtime or compensatory time off), and employees will be eligible to receive longevity pay. Effective and retroactive to January 1, 2025, the agreement provides the classification of Community Service Officer with a salary range of 5 steps, that includes a general wage increase of 2.75 percent. Employees will be placed on the revised pay scale per the terms of the collective bargaining agreement. Effective January 1, 2026, a wage increase of 3.0 percent will be provided.

Additional provisions in the agreement include:

1. A shift incentive of 3 percent for employees assigned to work a swing shift (employees scheduled to begin work on or after 1200 hours).
2. An application of rate of 2 percent above base pay according to the terms and conditions of the Bilingual Pay Program established by management for actual hours spent as a foreign language interpreter and translator in the course of their work duties.
3. An application of rate of 4 percent per hour for actual hours spent training when assigned training duties by a supervisor.
4. In recognition of their assistance in the Tacoma Police Department's CALEA accreditation and successful maintenance of the accreditation, employees will receive a lump sum payment in the amount of \$500 in the first pay period after Council approval and then annually in January thereafter.
5. Health & Welfare benefits will continue to be as provided per the collective bargaining agreement with the Tacoma Joint Labor Committee.
6. Employees will continue to be enrolled in the Personal Time Off (PTO) plan.



COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Tacoma Police Union, Local 6, I.U.P.A., Community Services Officers 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 Collective Bargaining Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the Tacoma Police Union, Local 6, I.U.P.A., Community Services Officers Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget? Yes

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:

Collective Bargaining Agreement
Fiscal Impact Memorandum