



## RESOLUTION NO. 41607

1 A RESOLUTION related to collective bargaining; authorizing the execution of  
2 a two-year Collective Bargaining Agreement between the City and the  
3 Professional and Technical Employees, Local 17 (PROTEC17),  
4 Tacoma Police Department Non-Commissioned Management Unit,  
5 retroactive to January 1, 2025, through December 31, 2026.

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 this resolution allows for the execution of a two-year Collective  
10 Bargaining Agreement (“CBA”) between the City and the Professional and  
11 Technical Employees, Local 17 (PROTEC17), Tacoma Police Department  
12 Non-Commissioned Management Unit (“Union”), on behalf of the employees  
13 represented by said Union, and

14 WHEREAS the bargaining unit consists of approximately three budgeted,  
15 full-time equivalent (“FTE”) positions, and provides for a general wage increase in  
16 each year of the agreement, and

17 WHEREAS the CBA will provide for a general wage increase of  
18 2.75 percent, effective retroactive to January 1, 2025, and

19 WHEREAS, additionally, bargaining unit employees in the classification of  
20 Police Office Manager will receive a market adjustment of 7.5 percent, and effective  
21 January 1, 2026, a general wage increase of 3.0 percent will be provided to all  
22 bargaining unit employees, and

23 WHEREAS other changes include: (1) changes to Article 8 - Grievance  
24 Procedure, to indicate a 15-day time frame for each step of the grievance process,  
25  
26



1 and that the cost of arbitration will be divided equally by parties; and, (2) by adding  
 2 language regarding administrative leave in Article 11 - Working Conditions, which  
 3 exempts employees in the unit from receiving overtime compensation or  
 4 compensatory time off and gives specification to the use of Administrative Leave,  
 5  
 6 and

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

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

10 That the proper officers of the City are hereby authorized to execute the  
 11  
 12 two-year Collective Bargaining Agreement between the City and the  
 13 Professional and Technical Employees, Local 17 (PROTEC17), Tacoma  
 14 Police Department Non-Commissioned Management Unit, retroactive to  
 15 January 1, 2025, through December 31, 2026, said document to be  
 16 substantially in the form of the agreement on file in the office of the City Clerk.  
 17

18 Adopted \_\_\_\_\_

19  
 20 \_\_\_\_\_  
 Mayor

21 Attest:  
 22 \_\_\_\_\_  
 City Clerk

23 Approved as to form:  
 24  
 25 \_\_\_\_\_  
 26 Deputy City Attorney