



RESOLUTION NO. 40970

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the
3 Tacoma Police Union, Local 6, I.U.P.A., regarding the timeline for
4 administrative leave following a use of deadly force situation.

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

8 WHEREAS Resolution No. 40887, adopted December 14, 2021, authorized
9 the execution of a three-year Collective Bargaining Agreement ("CBA") between
10 the City of Tacoma and the Tacoma Police Union, Local 6, I.U.P.A. ("Union"), on
11 behalf of the employees represented by said Union, and

12 WHEREAS Article 30, Section 30.13(2)(C) of the CBA provides that an
13 employee directly involved in the use of deadly force will be placed on
14 administrative leave for up to 14 calendar days, and if released to return to duty,
15 the employee may elect to return to work at any time during the administrative
16 leave, and

17 WHEREAS, historically, when the Tacoma Police Department ("TPD")
18 conducted investigations of use of force internally, a timeline of 14 days was
19 sufficient for evaluation and return to duty; however, now that such investigations
20 are conducted through the Pierce County Force Investigation Team, the current
21 14-day timeline is proving insufficient in some cases to provide adequate time for
22 TPD and the employee directly involved in the use of deadly force to have adequate
23 time to assess and achieve sufficient information or evaluation to determine release
24 to return to duty, and
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WHEREAS the City and Union have negotiated a Letter of Agreement ("LOA") to the CBA which extends the administrative leave period from 14 calendar days to up to 21 calendar days, with the ability for the Employer to extend the period for administrative leave upon reasonable cause shown warranting the extension, 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,

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 the Tacoma Police Union, Local 6, I.U.P.A., said document to be substantially in the form of the Letter of Agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney