

Letter of Agreement

**Tacoma Police Union Local 6
And
City of Tacoma**

Use of Deadly Force Situations – Timeline for Administrative Leave

This Letter of Agreement (“LOA”) is entered into between the City of Tacoma (“City”) and Tacoma Police Union Local 6 (“Local 6”) to reflect the Parties’ agreement with regard to the timeline for administrative leave following a Use of Deadly Force situation and complications resulting from Pierce County Force Investigation Team (“PCFIT”) investigatory timelines.

Background

Article 30 Section 30.13(2)(C) of the Parties’ Collective Bargaining Agreement (“CBA”) provides that

The employee directly involved in the use of deadly force will be placed on administrative leave for up to fourteen (14) calendar days. If released to return to duty, the employee may elect to return to work at anytime during the administrative leave.

Historically, when the Tacoma Police Department (“TPD”) conducted investigations of use of force internally, the timeline of fourteen (14) days was sufficient for evaluation and return to duty. Now that such investigations are conducted through the PCFIT, the fourteen (14) day timeline in the CBA is proving insufficient in some cases to provide adequate time for TPD and the employee directly involved in the use of deadly force to have adequate time to assess and achieve sufficient information or evaluation to determine release to return to duty.

Accordingly, the Parties agree to the language in Article 30 Section 30.13(2)(C) shall be amended to read as follows:

The employee directly involved in the use of deadly force will be placed on administrative leave for up to ~~fourteen (14)~~ **twenty one (21)** calendar days. If released to return to duty, the employee may elect to return to work at anytime during the administrative leave. **The Employer may extend the period for administrative leave upon reasonable cause shown warranting the extension.**

This Letter of Agreement shall become effective upon ratification by the parties and shall remain in effect as part of the successor agreement to the current Collective Bargaining Agreement.

EXECUTED THIS _____ DAY OF _____, 2022.

For City of Tacoma

For Local 6

Elizabeth Pauli Date
City Manager

Henry Betts Date
President

Avery Moore Date
Police Chief

Approved as to form:

Cheryl Comer Date
Deputy City Attorney