



RESOLUTION NO. 41341 and ORDINANCE NO. 28953

City of Tacoma | Tacoma Police Department

City Council Meeting
January 16, 2024
Item No. 9



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NEGOTIATED CITY PRIORITIES



- Body Worn/In-Car Video Policy – 2022
- Use of Force Policy – 2022
- Tacoma School Liaison Officer - 2022
- Recruitment and Retention - 2022
- Community Service Officer – 2023
- In-Car Video Implementation – 2023
- Narcan Deployment – 2023
- Update of all TPD policies (Lexipol) – began in 2022 and ongoing

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Local 6 Collective Bargaining Process

➤ Preparation:

- Six Closed Sessions with Council between March and October of 2023
- Individual Meetings with Council Members and the Mayor
- Meetings with City Executives, the Chief of Police, City Budget, and Human Resources

➤ City Negotiations Committee:

- Assistant Chief Young-Haskins
- Assistant Chief Frank Krause
- Community Member Rita Herrington
- Michelle Woodrow, Public Safety Negotiator

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Local 6 Collective Bargaining Agreement

➤ General Wage Increases for each year:

2024 6.5%

2025 7%

2026 CBA formula with a minimum of 1% and maximum of 5%

➤ Increase deferred compensation City match from \$211 to \$238/pay period

➤ A PORAC Retirees Medical Trust (PORAC RMT) with a one-time lump sum of \$500 to each employee from the City and then fully funded by the employees with monthly contributions and a tiered cash out system of their sick leave upon retirement

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Local 6 Collective Bargaining Agreement

- Eliminate the Police Patrol Specialist program(5% premium)
- Create a full-time Patrol Training Officer program (4% premium)
- Add a 5% premium for the Marine Services Unit (MSU)
- Increase the funds available for tuition reimbursement by \$10,000
- Remove the Body Worn Camera/ In-Car Video policy from the CBA and place it in the policy manual

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Local 6 Collective Bargaining Agreement

- Remove language requiring the City to delay compelled statements until criminal investigations/charges are complete
- **NEW** - Investigative Suspension without Pay (*New Article*)
 Requires the Chief to place an employee on investigative suspension without pay when criminal charges have been filed and that, if sustained, would cause the employee to lose their commission per [RCW 43.101.105](#): A felony offense; A gross misdemeanor domestic violence offense; An offense with sexual motivation as defined in [RCW 9.94A.030](#); An offense under chapter [9A.44 RCW](#); or A federal or out-of-state offense comparable to an offense listed in (a)(i)(A) through (D) of this subsection (2).

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QUESTIONS

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