



RESOLUTION NO. 41756

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the Tacoma
3 Police Union, Local 6, I.U.P.A., Commissioned Unit, regarding a lateral
4 police officer incentive program.

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. 41341, adopted January 16, 2024, authorized the
9 execution of the three-year Collective Bargaining Agreement ("CBA") between the
10 City of Tacoma and the Tacoma Police Union, Local 6, I.U.P.A., Commissioned
11 Unit, ("Union"), on behalf of the employees represented by said Union, and

12 WHEREAS the City and the Union have negotiated a Letter of Agreement
13 ("LOA") to the CBA regarding a lateral police officer incentive program, to be
14 created and represented by the Tacoma Police Union, Local 6, I.U.P.A.,
15 Commissioned Unit, and

16 WHEREAS hiring additional staff at the Tacoma Police Department ("TPD")
17 is critical to reducing crime and creating a safe and secure environment in which to
18 live, work, and visit, and

19 WHEREAS currently, there are more than 25 police officer vacancies at the
20 TPD, and

21 WHEREAS new police officers must undergo a combined training program,
22 which includes six months at the Washington State Criminal Justice Training
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Commission ("CJTC") and six months of on-the-job training with the TPD, before
1 they can work as fully commissioned police officers, and

2 WHEREAS hiring an experienced law enforcement officer already
3 commissioned by the CJTC reduces the necessary training time to 120 days or
4 less, and
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6 WHEREAS to address the ongoing staffing challenges at the TPD, the City is
7 proposing a Lateral Police Officer Incentive Program to recruit and retain
8 experienced police officers currently working in Washington State, and
9

10 WHEREAS the program is designed to minimize the time and expense
11 required to fully train a Tacoma Police Officer, thereby expediting progress toward
12 meeting TPD's staffing goals, and

13 WHEREAS the LOA provides lateral police officers hired under the terms of
14 the program with the following: \$25,000 upon date of hire; \$12,500 upon completion
15 of a 12-month probationary period; and \$12,500 one year after the completion of
16 the probationary period, and
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18 WHEREAS in addition, lateral officers would be eligible for up to 120 hours
19 of floating holiday leave; 40 hours provided upon date of hire in 2025, and 80 hours
20 provided for 2026, and
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22 WHEREAS an officer who accepts the lateral incentive, and voluntarily
23 leaves employment, is terminated by the City, or takes a voluntary leave of absence
24 before completion of the two full years of employment, will be required to reimburse
25 the City the entire amount of incentive payments received, and
26



WHEREAS it appears in the best interest of the City that the LOA negotiated
1 by said Union and the City be approved; Now, Therefore,

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

3 That the proper officers of the City are hereby authorized to execute the
4 Letter of Agreement negotiated between the City of Tacoma and the
5 Tacoma Police Union, Local 6, I.U.P.A., Commissioned Unit, said document to be
6 substantially in the form of the document on file in the office of the City Clerk.
7

8
9 Adopted _____

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11 _____
12 Mayor

13 Attest:

14 _____
15 City Clerk

16 Approved as to form:

17 _____
18 Deputy City Attorney