Letter of Agreement Between City of Tacoma And Tacoma Police Union, Local 6, I.U.P.A.

Implementation of Article 15.1.B. Monthly Changeover of the Days Off Rotation – Trial Period Date: September 16, 2016

The parties to this letter of Agreement (LOA) are the City of Tacoma (City) and the Tacoma Police Union Local #6 (Union).

WHEREAS, the City and the Union are signatory to a 2015 – 2016 collective bargaining agreement (CBA) setting out the wages, hours, and other terms and conditions of employment for members of the bargaining unit represented by the Union; and

WHEREAS, the City and the Union have reached a tentative agreement (TA) on amending Article 15.1B of the CBA; and

WHEREAS, the City and the Union wish to memorialize the tentative agreement (TA); and

WHEREAS, the TA must be ratified by the Union in order to become effective; it is therefore

AGREED BY AND BETWEEN THE PARTIES HERETO, in consideration of the mutual promises contained herein and other good and valuable, that:

1. The TA is current contract language, except as specifically amended below:

ARTICLE 15 - HOURS OF WORK

Section 15.1 - Operations Bureau

- A. Hours of Duty Working hours shall be the equivalent of eighty (80) hours per pay period, with scheduled shifts not to exceed ten (10) hours including mealtime.
- B. Shift and day off schedule:

PPO-PPS SHIFT HOURS

First Relief: 0500-1500 Second Relief: 1300-2300 Third Relief 2000-0600

SGT SHIFT HOURS

First Relief: 0430-1430 Second Relief: 1230-2230 Third Relief 1930-0530

TRAFFIC SHIFT HOURS PPO-PPS-SGT

First Relief: 0700-1700 Second Relief:1300-2300 Days off rotation for General Duty PPO's, PPS's, and Sergeants on First, Second and Third relief will be S/S/M and T/W/Th.

Effective October 3, 2016, the days off rotation will change to F/S/S and M/T/W.

Days off rotation for Traffic PPO's, PPS's, and Sergeants will be F/S/S and S/S/M.

The monthly changeover of the days off rotation will occur on the first Monday of every month. The monthly days off rotation will remain F/S/S and M/T/W until the first Monday of January 2018 (January 1, 2018). The parties will meet no later than 45 days prior to January 1, 2018 to discuss any operational impacts associated with the change in days off rotation. In the absence of a mutual agreement between the parties to continue the days off rotation change to F/S/S and M/T/W, the parties will restore the Hours of Work schedule set forth in the 2012-2014 Agreement, no earlier than January 1, 2018. Upon mutual agreement between the parties to continue the days off rotation change to F/S/S and M/T/W, the mutual agreement shall be incorporated into and become part of the collective bargaining agreement.

2. This Letter of Agreement shall become effective upon the date of the last signature affixed hereto and shall remain in full force and effect until January 1, 2018, unless it is earlier modified by the successor CBA to the 2015-2016 CBA.

For the Union:		For City of Tacoma:	
J.D. Barrett	 Date	Joy St. Germain	Date
President, Local 6		Human Resources Director	
		Donald Ramsdell Police Chief	Date
		T.C. Broadnax City Manager	Date
		Approved as to form:	
		Cheryl Comer Deputy City Attorney	Date