



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Interim Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorizing execution of a Letter of Agreement with the Tacoma Police Union, Local 6, Commissioned Unit – October 21, 2025
DATE: October 13, 2025

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the Tacoma Police Union, Local 6, Commissioned Unit, for the continuation of employee health and welfare benefits.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement (LOA) as negotiated with the Tacoma Police Union, Local 6, Commissioned Unit. The Letter of agreement provides for the continuation of employee health and welfare benefits. The agreement currently covers approximately 308 budgeted, full-time equivalent (FTE) positions.

The City will continue to pay the full premium cost for dental and vision insurance for eligible full-time employees, and employee premium contributions toward medical insurance coverage remains unchanged. Plan design changes include the incorporation of various state and federal mandates as well as enhanced care management services under the Regence BlueShield health plans; and also includes language regarding enhancements implemented to the City of Tacoma Wellness Program.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the Tacoma Police Union, Local 6, Commissioned Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letter of Agreement	N/A	unknown



EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the Tacoma Police Union, Local 6, Commissioned Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to overall levels of appropriation.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
1. General Fund – 0010			\$182,000
TOTAL			\$182,000

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

No

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Letter of Agreement