

## POLICE LIEUTENANTS NEGOTIATIONS

### Summary of Negotiated Changes – Outcomes for Council Packet

**Tentative Agreement Reached:** November 6, 2025

**Contract Duration:** Three years (1/1/26 – 12/31/28)

Labor	Management
Eamon McCleery, Union Attorney (Lead Negotiator) Sabrina Chivington, Lieutenant Jesse Bollerud, Lieutenant Ryan George, Lieutenant Joseph Tingley, Lieutenant	Cathryn Laird, HR Director (Lead Negotiator) Kseniya Daly, Deputy HR Director Adrienne Steinert, HR Analyst Chief Lowe, Police Chief

Article	Proposal	Reason	Outcome
<b>Article 1 Non-Discrimination</b>	Non-discrimination language regarding gender identity and expression, and national origin.	To create consistency in reference to employees.	Language updates
<b>Article 4 Hours of Work, Overtime Exempt, Callback and Standby</b>	<ul style="list-style-type: none"> <li>Established 4/10 as the normal work week schedule.</li> <li>Eliminated Swing Shift Assignment and Annual Shift Change language.</li> </ul>	<ul style="list-style-type: none"> <li>Employees desire a permanent 4/10 schedule.</li> <li>Eliminated language no longer applies.</li> </ul>	The 4/10 schedule works well for the department and overall language clean-up.
<b>Article 7 Holidays</b>	<ul style="list-style-type: none"> <li>Due to 4/10 schedule change, holidays paid and floating holiday hours paid at 10 hours instead of 8 hours.</li> <li>Process clarification on floating holiday.</li> </ul>	<ul style="list-style-type: none"> <li>Update language to reflect the new normal 4/10 work schedule.</li> <li>Floating holiday clarification to reflect current practice.</li> </ul>	Language consistency and practice clarity.
<b>Article 8 Leaves</b>	<ul style="list-style-type: none"> <li>Sick leave cashout at 100% at time of death.</li> <li>Use of Bereavement Leave within six months of death (versus unlimited amount of time).</li> <li>Use of sick leave if more bereavement time is needed.</li> <li>Allow sick leave donation for Shared Leave and clarification the donation will not impact the employee's sick leave bonus.</li> </ul>	<ul style="list-style-type: none"> <li>Increase sick leave cashout for beneficiaries upon death.</li> <li>Parameter on when Bereavement Leave can be used.</li> <li>Sick leave donation is important to employees.</li> </ul>	Language clarity and positive gains for the employee.

Article	Proposal	Reason	Cost/Gain
<b>Article 10 Uniforms and Cleaning Allowance</b>	(New Language) Clothing allowance up to \$720/year (\$60/month) when required to wear professional attire while in a non-patrol assignment.	Monetary recognition for being required to dress in professional attire.	Consistent financial treatment between those required to wear a uniform and those required to dress professionally.
<b>Article 11 Benefits</b>	City agree to fund Retiree's Welfare Trust (RWT) in exchange for withdrawal of high-cost union proposals.	Use of RTW as leverage to get to agreement.	City fund RWT in exchange for 2.3% COLA, physical fitness incentive at a flat rate (versus %), and withdrawal of other high-cost union proposals or controversial language.
<b>Article 12 Grievance</b>	Updated language for option to use PERC arbitrators if going to arbitration.	Provides for greater flexibility how to select an arbitrator.	Language expansion.
<b>Article 16 Duration</b>	Agree to a new three-year contract.	Duration of CBA defined.	Three years is the standard duration.
<b>Appendix A Pay Rates</b>	<ul style="list-style-type: none"> <li>• 2026 COLA: Flat rate 2.3%</li> <li>• 2027 and 2028 COLA: CPI-W First Half with 2% minimum and 5% maximum</li> <li>• Availability Premium increase to 5% (from 4%).</li> <li>• Service Recognition Pay increase to percentage from flat rate: (Matches Police Officers) <ul style="list-style-type: none"> <li>○ 10 years = 4.5% (instead of \$250/month)</li> <li>○ 15 years = 6.5% (instead of \$350/month)</li> <li>○ 20 years = 8.5% (instead of \$450/month)</li> <li>○ 25 years = 10.5% (instead of \$550/month)</li> </ul> </li> <li>• Physical Fitness Incentive flat rate at \$2,000/year based upon meeting annual fitness standards.</li> <li>• Tuition Reimbursement Program – Follows the Personnel Manual.</li> </ul>		Identified financials to get to final agreement on this successor Collective Bargaining Agreement.
<b>Appendix B.2 Personnel Records  (New Language) Public Records Requests</b>	Adding in new RCW language on employee notification of records requests.	Provides notice to employees when their records are being requested through the public records process.	Transparency for union members.