POLICE SUPPORT NEGOTIATIONS

Summary of Negotiated Changes – Outcome for Council Packet

Tentative Agreement Reached: September 4, 2025 **Union Voted to Accept:** September 22, 2025

Duration: 3-year contract

Labor	Management	
Eamon McCleery, Union Attorney	Cathryn Laird, HR Director (Lead Negotiator)	
Jenna Barnes, Police Program Coordinator	Kseniya Daly, Deputy HR Director	
	Chief Lowe, Police Chief	
	Mavic Hizon, Civilian Commander	

<u>Note:</u> Police Telecommunicators were removed from the Police Support Collective Bargaining Agreement (CBA), due to the Department of Retirement Services (DRS) requiring Telecommunicators to change from the Public Employees' Retirement System (PERS) to the Public Safety Employees' Retirement Systems (PSERS). As a result of this change, Telecommunicators needed to establish their own separate CBA. Throughout the Police Support CBA, all Telecommunicator references are deleted. These changes are not highlighted in the proposals below.

Article	Proposal	Reason	Outcome
Article 1 Definitions	Updated definition of "Employee" and "Part Time Employee."	Mirror Police Officers' definitions.	Language clarification.
Deminions	and rare mine employee.	definitions.	
Article 2	Updated union recognition	Parameters on duration to	Process clarification.
Recognition	language, supplemental employee	use supplemental employees	
Union	duration restrictions, and special	and when Chief can assign	
	project employment specifications, .	special projects.	
Article 4	Overtime (OT) and	Language changes met the	Process and language
Hours of Work,	compensatory (comp) time	interests for both the City	clarifications.
Overtime,	language processes clarified.	and the Union. Came to	
Callback,	Additional comp time	agreement on a variety of	
Compensatory	allowance deleted.	subsections that positively	
Time and Stand-	First Call for Public	impacted both sides.	
by	 Information Officer language simplified at 2 hours overtime. Daylight savings time language simplified and full schedule paid. Additional paid 15 to 30 minute wellness break upon request. Clarification for employees who arrive to work late due to increment weather or emergency situation. 		
Article 5	Allow scheduled vacation to	Union interests to have	Came to language
Seniority and	be changed to comp time.	flexibility to save vacation	agreement that positively
Personnel	 Added language that part 	hours and clarification that	impacted both sides.
Reduction	time employees are laid off	part time employees are laid	
	first.	off before full time	
		employees.	

Article	Proposal	Reason	Outcome
Article 7 Holidays	(All language edits to remove Telecommunicators language)	N/A	N/A
Article 8 Leaves	 Sick leave cashout at retirement mandatory deposit into HRA VEBA. Sick leave cashout at 100% upon the employee's death. Bereavement leave used within 6 months of death instead of 14 days. Unpaid leave of absence capped at 6 months instead of 12 months. Use of sick leave for Shared Leave donations. 	Language changes met the interests for both the City and the Union.	Came to language agreement on a variety of subsections that positively impacted both sides.
Article 9 Insurance Benefits	 Disability benefits language from Memorandum of Understanding (MOU) added to CBA. City agree to fund Retiree's Welfare Trust (RWT) in exchange for withdrawal of bish as a basic statement of the content of	 Disability language added to CBA that is consistent across all unions and Personnel Manual. Use of RTW as leverage to get to agreement. 	 Disability benefits consistently administered. RWT obtained withdrawal of other high-cost union
Article 10 Uniforms	 high-cost union proposals. Clarification on uniform requirements. \$500 annual stipend to employees required to wear a uniform. Establishment of a Uniform Committee. 	Completely revised article to clarify the use of uniforms and to have the Uniform Committee provide refinements to the program on a regular basis.	proposals. Process clarification.
Article 11 Miscellaneous	 Tuition Reimbursement reference to the Personnel Manual. Probation period 1 year instead of 6 months. Non-discrimination language regarding gender identity and expression. 	Language changes met the interests for both the City and the Union.	Came to agreement on subsections that positively impacted both sides and allows for consistent process administration.

Article	Proposal	Reason	Outcome
Article 12	Updated language for option to use	Language clarification.	Language expansion.
Grievance	PERC arbitrators if going to		
Procedure	arbitration.		
Article 13	Retain Election of Remedies	Union wanted to delete	Language consistency.
Scope of	language with language	entire subsection but	
Agreement	clarification.	agreed to adding language	
		clarification.	
Article 14	(All language removing	N/A	N/A
Legality	Telecommunicators language)		
Article 15	Adding in new RCW language on	Provides notice to	Transparency for union
(New Article)	employee notification of records	employees when their	members
Public Records	requests.	records are being	
Request		requested through the	
		public records process.	
Appendix A –	• 2026 COLA		Identified financials
Salaries and	Flat rate 2.3%		to get to final
Wages	(ranges adjusted if under-		agreement on the
	market but no change in salary)		successor Collective
	• 2027 and 2028 COLA		Bargaining
	CPI-W First Half with		Agreement
	2% min and 5% max		_
	Elimination of Police Support		 Administrative
	Services Specialist classification		Specialist and
	and all employees placed into		Administrative
	Police Support Administrative		Assistant pay ranges
	Specialist classification, with		adjusted for internal
	pay range adjusted by 8.41% to		equity alignment
	match internal equity and		along with market
	MOU agreement of what step		adjustment.
	each affected employee will be		-
	placed.		
	New language to hire up to		Hiring up to Step C
	Step C.		provides for hiring
			flexibility when
			selecting a highly
			qualified candidate
Language Clean-	Changing language to gender-	To create consistency in	No cost/
Up	neutral.	reference to employees.	Language clean up