

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 Jenna Barnes, Police Program Coordinator	Cathryn Laird, HR Director (Lead Negotiator) Kseniya Daly, Deputy HR Director Chief Lowe, Police Chief Mavic Hizon, Civilian Commander

Note: 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.
Article 2 Recognition Union	Updated union recognition language, supplemental employee duration restrictions, and special project employment specifications, .	Parameters on duration to use supplemental employees and when Chief can assign special projects.	Process clarification.
Article 4 Hours of Work, Overtime, Callback, Compensatory Time and Stand- by	- Overtime (OT) and compensatory (comp) time language processes clarified. - Additional comp time allowance deleted. - First Call for Public 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.	Language changes met the interests for both the City and the Union. Came to agreement on a variety of subsections that positively impacted both sides.	Process and language clarifications.
Article 5 Seniority and Personnel Reduction	- Allow scheduled vacation to be changed to comp time. - Added language that part time employees are laid off first.	Union interests to have flexibility to save vacation hours and clarification that part time employees are laid off before full time employees.	Came to language agreement that positively impacted both sides.

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 high-cost union proposals.	- 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 proposals.
Article 10 Uniforms	- 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.	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 Grievance Procedure	Updated language for option to use PERC arbitrators if going to arbitration.	Language clarification.	Language expansion.
Article 13 Scope of Agreement	Retain Election of Remedies language with language clarification.	Union wanted to delete entire subsection but agreed to adding language clarification.	Language consistency.
Article 14 Legality	(All language removing Telecommunicators language)	N/A	N/A
Article 15 (New Article) Public Records Request	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
Appendix A – Salaries and Wages	2026 COLA Flat rate 2.3% (ranges adjusted if under-market but no change in salary) 2027 and 2028 COLA CPI-W First Half with 2% min and 5% max - Elimination of Police Support Services Specialist classification and all employees placed into Police Support Administrative Specialist classification, with pay range adjusted by 8.41% to match internal equity and MOU agreement of what step each affected employee will be placed. - New language to hire up to Step C.		- Identified financials to get to final agreement on the successor Collective Bargaining Agreement - Administrative Specialist and Administrative Assistant pay ranges adjusted for internal equity alignment along with market adjustment. - Hiring up to Step C provides for hiring flexibility when selecting a highly qualified candidate
Language Clean-Up	Changing language to gender-neutral.	To create consistency in reference to employees.	No cost/ Language clean up