

TO: City Council
FROM: Michelle Sutherland, Administrative Services Director
DATE: September 1, 2026
SUBJECT: 2027-2029 Police Guild Bargaining Agreement

1) Recommended Action:

Authorize the Mayor to sign the 2027-2029 Collective Bargaining Agreement between the City of Tumwater and the Tumwater Police Guild.

2) Background:

Over the past several years, the City of Tumwater has experienced increasing difficulty recruiting and retaining highly qualified police officers. Our comparables as well as neighboring agencies have become increasingly competitive in compensation, benefits, and specialty assignment opportunities. As a result, the City has lost candidates during the hiring process and faces greater challenges retaining experienced personnel in an increasingly competitive regional labor market.

The proposed updates to the 2027-2029 Tumwater Police Guild collective bargaining agreement are intended to strengthen the City's position as an employer of choice by modernizing compensation, expanding professional development incentives, enhancing wellness and work-life balance benefits, and recognizing the unique demands placed on today's law enforcement professionals. These changes represent a strategic investment in public safety by improving the City of Tumwater's ability to recruit exceptional candidates, retain experienced officers, reduce costly turnover and vacancies, maintain operational readiness, and continue providing the high level of professional police services that the Tumwater community expects.

3) Policy Support:

City of Tumwater Mission, Vision, Values

The recommendations support the council priority of "Tumwater Excellence" to refine and sustain a great organization.

4) Alternatives:

- ☐ Do not sign the current tentative agreement, direct staff to return to the bargaining table.
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5) Fiscal Notes:

Salary provided by General fund balance and Public Safety Sales Tax.

6) Attachments:

A. 2027-2029 Police Guild Bargaining Agreement