

TO: City Council
FROM: James Trujillo, Administrative Services Director
DATE: March 22, 2022
SUBJECT: Police Guild Three Year Contract Approval Request

1) Recommended Action:

Accept the Police Guild three year contract as provided by staff.

2) Background:

The City recently completed negotiations with the Police Guild and settled on a three year contract that will cover 2021, 2022 and 2023.

3) Policy Support:

Per Tumwater Municipal Code the Council approves contracts including bargained contracts with unionized personnel.

4) Alternatives:

- ☐ Approve the contract
 - ☐ Reject the contract
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5) Fiscal Notes:

The City estimates the final potential cost of the three year contract to be \$911,184 over the three year term. Salary increases for 2021 and 2022 are set and 2023 is variable based on Seattle-Tacoma-Bellevue CPIU. Areas of increases include salaries, longevity pay and specialty pay, all of which were heavily influenced by the significant inflationary pressures currently in play. The City of Tumwater is extremely competitive as compared to comparable cities and this package should positively impact both retention and recruitment.

6) Attachments:

- A. Final bargained contract agreement