

SUMMARY and FISCAL NOTE

Department:	Dept. Contact:	CBO Contact:
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1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; authorizing the execution of a collective bargaining agreement between The City of Seattle and the Seattle Police Officers' Guild; authorizing the execution of a Memorandum of Understanding between The City of Seattle and the Seattle Police Officers' Guild; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation: This legislation authorizes the Mayor to implement a collective bargaining agreement between the City of Seattle (City) and the Seattle Police Officers' Guild (Guild). The collective bargaining agreement is a four-year agreement on wages, benefits, hours, and other working conditions for the period from January 1, 2024, through December 31, 2027. This legislation affects approximately one thousand current and former employees (~983 current SPOG members and ~128 former SPOG members). Based on current hiring projections, we expect this number to grow by approximately one hundred (100) additional employees by the end of 2026. This includes new hires in November and December of 2025 and attainment of 2026 hiring goals outlined in the 2026 Proposed Budget. All cost estimates reflect achievement of budgeted growth in 2025 and 2026.

The collective bargaining agreement provides for a six percent (6%) wage adjustment in 2024, a four point one percent (4.1%) wage adjustment in 2025, a two point seven percent (2.7%) wage adjustment in 2026, and a minimum of a three percent (3%) wage adjustment with up to a maximum of a four percent (4.0%) wage adjustment in 2027 (contingent on CPI-W data).

The collective bargaining agreement incorporates certain terms from the two-year Memorandum of Understanding regarding premium pay for special events and other working conditions for the period of October 1, 2023, through January 2, 2026. This includes the increase of a premium payment from \$225 to \$250 for each special event volunteered for and selected to work by an officer following the authorization and effective date of this legislation. Costing associated with these events was based on historical shift totals and assumed officer growth in 2025 and 2026 as well as the increased payment.

The collective bargaining agreement establishes a retiree medical plan administered by the Peace Officers Retirement Association of California (PORAC) Retiree Medical Trust (RMT). The City has agreed to a one-time payment of one thousand dollars (\$1,000) per employee on the date this Agreement is fully ratified. Furthermore, the City will also provide an employer contribution of \$100 per month per employee to the RMT.

The collective bargaining agreement includes settlement of certain outstanding grievances between the City and Guild related to parking and special events. Upon full ratification of this Agreement, the Sick Leave Incentive Program will be terminated.

The collective bargaining agreement provides for three new premiums including;

- Multilingual premium pay for an employees who are fluent in another language at one point five percent (1.5%) of the top step of the classification that an employee holds;
- A four percent (4%) premium of the top step of the classification that an employee holds for employees that achieve a Bachelor's degree from an accredited institution; and,
- A one point five percent (1.5%) premium of the top step of the classification that an employee holds for employees that achieve an Associate's degree in criminal justice, criminology, law enforcement, forensic science or a related field if approved by the Chief of Police.

Note that the education premiums for Associate's and Bachelor's degrees are mutually exclusive and there is a small cost for multilingual premium testing.

The language premium in 2026 will cost approximately \$193 per month for a full-time Police Officer and \$222 per month for a full-time Sergeant (based on 1.5% of the top step of the classifications). This monthly amount is based on 2088 hours per year and will increase for overtime hours incurred at a rate of approximately one dollar per overtime hour worked. The cost reflected for 2026 and 2027 (approximately \$500,000 per year) reflects an assumption that 12% of employees may receive this premium in 2026 and 2027 based on current City participation rates. It also assumes payment on both regular and overtime hours in these years based on historical and predicted spending. Comparative analysis to the West Coast 7 was not available for this premium.

Like the language premium, the Associate's degree premium is expected to cost approximately \$193 per month for a full-time regular Police Officer and \$222 per month for a regular full-time Sergeant before overtime hours are considered (based on 1.5% of the top step of these classifications in 2026). A Bachelor's degree will cost approximately \$514 per month for a full-time Police Officer and \$592 for a full-time Sergeant pre-overtime hours worked (based on 4% of the top step of the classifications). The \$4.0 million cost for 2026 and \$4.1 for 2027 reflect an assumption of up to 20% of employees with an Associate's degree and up to 30% with a Bachelor's degree in 2026 and 2027. It also assumes payment on both regular and overtime hours in these years. Percentages were based on research of other law enforcement agency education levels. It is not possible to estimate the actual cost based on SPD employee make-up until the program is in place and employee education records are confirmed.

Education premiums in this collective bargaining agreement are in alignment with current approaches to degree or Commission on Peace Officer Standards and Training (POST) premiums in all other West Coast 7 agencies. Comparative analysis was conducted for Long Beach, Oakland, Portland, Sacramento, San Diego, San Francisco and San Jose, and revealed all cities had premiums associated with advanced degrees or training.

The collective bargaining agreement allows the City to increase staffing numbers of the CARE department's Community Crisis Responders (CCR) and to expand the CCR's roles by authorizing the 9-1-1 call center to do direct and sole dispatch of CCRs to certain low-acuity 9-1-1 calls.

The collective bargaining agreement simplifies and streamlines the disciplinary process for when the Office of Police Accountability (OPA) initiates and/or receives a complaint, consistent with the expectations of the 2017 Police Accountability ordinance. It also revises investigations into minor misconduct by allowing for the employees' chain of command to resolve performance issues and less than serious misconduct. It also allows for civilian investigators to be assigned as co-leads to cases that are considered serious misconduct.

Furthermore, the agreement increases the use of civilians to support backgrounding and recruiting processes that improve efficiency in the hiring process.

This ordinance also authorizes the execution of a Memorandum of Understanding to increase the City's backgrounding capacity and resolve grievances related to parking at Seattle Police Department headquarters and prior special events.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? Yes No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation have financial impacts to the City? Yes No

Labor Relations developed the below estimates to approximate the costs of ratifying the agreement:

		2024 (Year 1)	2025 (Year 2)	2026 (Year 3)	2027 (Year 4)	4 year Total increase
		Baseline 2024 actuals (FPR)	2025 Adopted + 11.5m added for staffing increase	2026 Proposed Budget (2025 ongoing + 2026 hiring)	2027 Expected Budget (2026 ongoing, backfill hiring only)	
		\$206,734,208	\$221,500,000	\$233,500,000	\$244,400,000	
2024 AWI cost over baseline	6.00%	\$12,404,052				
2025 AWI cost over baseline	4.10%		\$22,916,390			
2026 AWI cost over baseline	2.70%			\$31,114,674		
2027 CPI min of 3% max of 4%						
AWI cost over baseline (assuming 4% for costing)	4.0%				\$43,645,821	
AWI 4 year total increase over baseline						\$110,080,937
Special event premium cost				\$4,450,000	\$4,450,000	\$8,900,000
RMT one time payment 1k per person				\$1,100,000		\$1,100,000
RMT \$100 per month per person				\$1,320,000	\$1,440,000	\$2,760,000
Parking and special event grievances				\$500,539		\$500,539
Incentive sick leave removal				(\$355,267)	(\$355,267)	(\$710,533)
Language premium 1.5%				\$476,306	\$495,359	\$971,665
Language premium testing cost				\$26,640		\$26,640
Education incentive (4% BA, 1.5% AA in related field)				\$3,969,220	\$4,127,989	\$8,097,209
Total over baseline each year		\$12,404,052	\$22,916,390	\$42,602,113	\$53,803,902	\$131,726,458

The cost of this agreement was anticipated in the 2025 Adopted Budget General Fund Financial Plan planning reserves and updated as required in the 2026 Proposed Budget General Fund Financial Plan planning reserve. No additional funds above these reserves are expected for the duration of the contract.

The Executive will forward separate, future legislation to authorize additional appropriations for Seattle Police Department in 2026, including extra costs for 2026 and back pay for 2024 and 2025. The Executive will address spending needs for 2027 through the 2027-2028 Proposed Budget process. CBO is working with Citywide Accounting and Payroll on contract implementation to ensure that budget exceptions do not occur in 2025 to the extent possible.

3.d. Other Impacts

Does the legislation have other financial impacts to The City of Seattle, including direct or indirect, one-time or ongoing costs, that are not included in Sections 3.a through 3.c? If so, please describe these financial impacts.

No.

If the legislation has costs, but they can be absorbed within existing operations, please describe how those costs can be absorbed. The description should clearly describe if the absorbed costs are achievable because the department had excess resources within their existing budget or if by absorbing these costs the department is deprioritizing other work that would have used these resources.

Not applicable.

Please describe any financial costs or other impacts of *not* implementing the legislation.

Legislation is required to implement bargained-for wages and changes to union members' working conditions. There may be other implications and legal risks for not authorizing this legislation.

Please describe how this legislation may affect any City departments other than the originating department.

Not applicable.

4. OTHER IMPLICATIONS

a. Is a public hearing required for this legislation?

No.

b. Is publication of notice with The Daily Journal of Commerce and/or The Seattle Times required for this legislation?

No.

c. Does this legislation affect a piece of property?

No.

d. Please describe any perceived implication for the principles of the Race and Social Justice Initiative.

Further implementation of the accountability ordinance and further incorporation of input from OPA, OIG, and CPC that was able to be accomplished via bargaining.

i. How does this legislation impact vulnerable or historically disadvantaged communities? How did you arrive at this conclusion? In your response please consider impacts within City government (employees, internal programs) as well as in the broader community.

City's commitment to constitutional policing has a positive effect on vulnerable or historically disadvantaged communities.

ii. Please attach any Racial Equity Toolkits or other racial equity analyses in the development and/or assessment of the legislation.

iii. What is the Language Access Plan for any communications to the public?

N/A

e. Climate Change Implications

i. Emissions: How is this legislation likely to increase or decrease carbon emissions in a material way? Please attach any studies or other materials that were used to inform this response.

N/A

ii. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

No.

f. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)? What mechanisms will be used to measure progress towards meeting those goals?

N/A

g. Does this legislation create a non-utility CIP project that involves a shared financial commitment with a non-City partner agency or organization?

No.

5. ATTACHMENTS

Summary Attachments:

Summary Attachment 1 – Bill Draft of Agreement with Seattle Police Officers' Guild