



SEATTLE CITY COUNCIL
CENTRAL STAFF

Seattle Police Officer's Guild (SPOG) Contract 2024-2027

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COUNCIL BRIEFING
DEC 8, 2025

Accountability Reforms

(1 of 2)

CB 121133 Proposed 2024-2027 SPOG CBA

| Issue | Proposed CBA |
|--|---|
| 1. Frontline Investigations (Supervisor review of minor misconduct) | <p>The proposed CBA would streamline Frontline Investigations so that Supervisors may directly investigate and handle minor misconduct without the involvement of OPA. Supervisor handling of minor misconduct will be subject to systemic reviews conducted by the OIG.</p> |
| 2. 180-day investigative timeline | <p>The proposed CBA would sync the 180-day start time to the language in the Accountability Ordinance - “the period begins when OPA initiates/ receives a complaint.” It further specifies that:</p> <ul style="list-style-type: none">• For cases of less than serious acts of misconduct, the 180-day period would begin when a supervisor documents the complaint, a disciplinary procedure made viable by the Frontline Investigation changes in the proposed CBA (see above); and• The 180-day period would begin when OPA personnel are at a crime scene and review video or participate in interviews or when attending a Force Investigation Team session, and thus, are aware of potential policy violations. |

Accountability Reforms

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CB 121133 Proposed 2024-2027 SPOG CBA

| Issue | Proposed CBA |
|--|--|
| 3. Flexible use of civilian staff in OPA. | The proposed CBA would allow civilians to work on serious misconduct cases, provided that a sworn investigator will also be assigned to the case and will be the lead or co-lead for the investigation. Currently such cases are conducted by sworn personnel. |
| 4. Discipline appeals process | The Accountability Ordinance would make several revisions to the contract discipline appeals process. The City is seeking significant reforms in each of the areas noted above. At this stage of the bargaining, after extensive back-and-forth, the parties have reached a formally designated “impasse” on these matters. Under state law (RCW 41.56), the next step in the bargaining process is to have these issues settled through a mandatory, binding arbitration process. |
| 5. Subpoena authority | The City and SPOG have agreed to table negotiations on this topic for this round of negotiations. This issue will <i>not</i> be addressed in the upcoming binding arbitration process. However, the City may resume bargaining on this topic in the next contract cycle. |

Alternative Response

CB 121133 Proposed 2024-2027 SPOG CBA

The proposed CBA would remove the cap on the number of Community Crisis Responders (CCRs) that can be employed by the CARE Department. It would also allow for sole dispatch of CCR responders in several situations:

1. A report of a person in behavioral crisis;
2. A request for shelter resources, food or transportation resources;
3. A report of a person who appears to be in a physical state that needs to be checked on for their own safety; and
4. Self-dispatch to any call that meets the above criteria.

Language and Education Premiums:

- A 1.5 percent premium for an employee who is fluent in another language;
- A 1.5 percent premium for an employee who holds an Associate's degree in criminal justice, criminology, law enforcement, forensic science or a related field; and
- A 4.0 percent premium for an employee who holds a Bachelor's degree from an accredited institution.

Retiree Medical Trust:

The collective bargaining agreement establishes a retiree medical plan (Retiree Medical Trust or RMT) administered by the Peace Officers Research Association of California. The City has agreed to provide SPOG members a one-time contribution of \$1,000 and a monthly contribution of \$100.

Financials

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Annual Wage Increases:

- 2024 6.00%
- 2025 4.10%
- 2026 2.70%
- 2027 3% to 4%

Other Notable Costs:

| Cost | 2026 | 2027 |
|---|-------------|-------------|
| Special event premium cost (increase from \$225 to \$250 in 2026; 2024-2025 base cost part of prior MOU) | \$4,450,000 | \$4,450,000 |
| RMT one time payment 1k per person | \$1,100,000 | |
| RMT \$100 per month per person | \$1,320,000 | \$1,440,000 |
| Language premium 1.5% | \$476,306 | \$495,359 |
| Education incentive (4% BA, 1.5% AA in related field) | \$3,969,220 | \$4,127,989 |

Financials

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Total cost over baseline wages:

| 2024 | 2025 | 2026 | 2027 | Total |
|--------------|--------------|--------------|--------------|---------------|
| \$12,404,000 | \$22,916,000 | \$42,602,000 | \$53,804,000 | \$131,726,000 |

- Costs capture planned growth for 2025 and 2026 (100 net new officers)
- Costs do not capture any growth in 2027
- 2026 Costs held financial reserves
- 2027 Costs will need to be addressed in the 2027-2028 budget process

Questions?