



SEATTLE CITY COUNCIL  
**CENTRAL STAFF**

# **Contract Negotiation Process & Labor Relations Policy Committee**

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PUBLIC SAFETY AND HUMAN SERVICES COMMITTEE

AUGUST 8, 2023

# POLICE Contract Negotiations Process

Public  
Confidential

## 1 Public Hearing\*

The chance for the public to tell the City what it wants out of negotiations before they begin.

SPMA contract is here

## 2 Labor Relations Policy Committee

The LRPC is comprised of five out of Seattle's nine councilmembers, along with other mayoral staff. It oversees the city negotiators and sets the bargaining parameters — an outline of what the city plans on negotiating for.

## 3 Negotiating Committee

Negotiations proceed, guided by the bargaining parameters. Once negotiations have started there are limitations on each party's ability to raise new issues.

SPOG contract is here

## 4 Tentative Agreement

A deal is reached and approved by police union negotiators and the LRPC. The deal is called a tentative agreement.

## 5 Union Ratification

Members of the police union vote on whether to approve the tentative agreement.

## 6 City Council Vote

The Seattle City Council approves tentative agreement. The mayor executes the contract.

**\* The public hearing is the only time community members to give input before the contract is negotiated.**

# Labor Relations Policy Committee

## **Seattle City Council:**

- Council President Debora Juarez
- Councilmember Lisa Herbold
- Councilmember Andrew J. Lewis
- Councilmember Teresa Mosqueda
- Councilmember Alex Pedersen

## **City of Seattle Executive Branch:**

- Deputy Mayor Tim Burgess
- Julie Dingley, Director, City Budget Office
- Kimberly Loving, Director, Seattle Department of Human Resources
- Jeremy Racca, Chief of Staff and General Counsel, Mayor's Office
- Dan Eder, Director of Policy, Mayor's Office

# Questions?