

RESOLUTION NO. M-2683

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OLYMPIA, WASHINGTON, APPROVING THE NEGOTIATED 2024-2026 OLYMPIA POLICE GUILD COLLECTIVE BARGAINING AGREEMENT WITH THE CITY OF OLYMPIA

WHEREAS, commencing in summer 2024 through fall 2025, the City of Olympia (City) and the Olympia Police Guild (Guild), (collectively the Parties), entered into negotiations to bargain a successor collective bargaining agreement over wages, benefits, and working terms and conditions, the previous collective bargaining agreement having expired December 31, 2023; and

WHEREAS, the Parties reached a tentative agreement on September 29, 2025, covering approximately sixty-seven (67) police officers/City employees; and

WHEREAS, the significant new terms of the 2024-2026 Olympia Police Guild Collective Bargaining Agreement (CBA) include the following terms and conditions: (1) expanding the term of the new CBA to a three-year term, which had previously been a two-year CBA; (2) negotiated a fair and competitive wage and benefits package which place the City above average compared to nine peer cities to meet the goal to attract and retain talented police officers/staff; (3) increased longevity pay tiers by one percent (1%); (4) increased the City contribution rate for Guild members' deferred compensation benefit from 7.5% to 8.5% effective January 1, 2026 since Guild members do not pay into Social Security; (5) removed a previous probationary completion requirement for lateral new hires to receive educational premium pay; and (6) provided that Guild member required premiums for Paid Family Medical Leave (PFML) will be consistent with the law, as opposed to a previously fixed rate; and

WHEREAS, the City is committed to considering equity impacts in bargaining labor agreements including determining desirable outcomes, conversations and bargaining with key stakeholders, analyzing classification and compensation data, evaluating information, and reporting back to stakeholders, and continuing to evaluate outcomes as the new CBA is implemented and administered; and

WHEREAS, the financial impact for the first year of the CBA (2024) is approximately \$980,000 in salaries and benefits, followed by the second year (2025) at approximately \$1,256,000 in salaries and benefits. The financial impact for the first and second year of the CBA is included in the City's adopted 2025 budget;

NOW, THEREFORE, THE OLYMPIA CITY COUNCIL DOES HEREBY RESOLVE as follows:

1. The Olympia City Council hereby approves the 2024-2026 Olympia Police Guild Collective Bargaining Agreement between the City of Olympia and the Olympia Police Guild.
2. The City Manager or designee is hereby directed and authorized to execute on behalf of the City of Olympia the 2024-2026 Olympia Police Guild Collective Bargaining Agreement between the City of Olympia and the Olympia Police Guild, and any other necessary documents or make any minor amendments or modifications as may be required and are consistent with the intent of the Collective Bargaining Agreement, or to correct any scrivener's errors.

PASSED BY THE OLYMPIA CITY COUNCIL this 9th day of December 2025.


MAYOR

ATTEST:

Sean Krier
CITY CLERK

APPROVED AS TO FORM:

Mark Barber
CITY ATTORNEY