



**BUSINESS OF THE CITY COUNCIL
YAKIMA, WASHINGTON
AGENDA STATEMENT**

Item No. 7.N.
For Meeting of: November 18, 2025

ITEM TITLE: Resolution authorizing a collective bargaining agreement with the Yakima Police Patrolman's Association (YPPA) for January 1, 2024 - December 31, 2026

SUBMITTED BY: Connie Mendoza, Director of Human Resources

SUMMARY EXPLANATION:

City Management and YPPA representatives negotiated in good faith, a contract setting forth the wages, hours and other terms and conditions of employment for four years (2024-2026). To that end, both parties recommend the City Council review and approve the attached CBA proposal. The membership of the YPPA group has voted and ratified this proposed agreement.

Highlights of the proposed CBA include:

- Wage adjustment of 4.25% for 2024; 4% for 2025 and 3.75% for 2026
- Deferred Compensation match of 1% effective 1/1/2026
- Investigative Unit stipend increased from 3% to 4% in 2025 and from 4% to 5% in 2026
- Longevity increased at 14 years by 0.5% and 19 years of service by 1.0%
- Sergeant Pay changed from 16% above officer pay to 16.5% effective 1/1/2024; 17% effective 1/1/2025 and 17.5% effective 1/1/2026
- Education incentive increased: AA from 1.5% to 2% and BA from 3% to 4%
- Retirement sick leave value cap increased from up to \$22,000/\$28,000 to up to \$30,000 for officers and up to \$35,000 for Sergeants
- Employee medical plan co-pay/out of pocket deductibles increased

ITEM BUDGETED: Yes

STRATEGIC PRIORITY 24-25:

RECOMMENDATION: Adopt Resolution.

ATTACHMENTS:

[R-2025- YPPA collective bargaining.doc](#)
[2024 - 2026 YPPA Final_Clean Copy.pdf](#)