



## RESOLUTION NO. 40040

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 Tacoma Police Management Association, Local 26, effective retroactive to  
4 January 1, 2018, through December 31, 2020.

4 WHEREAS the City has, for years, adopted the policy of collective  
5 bargaining between the various labor organizations representing employees and  
6 the administration, and

7 WHEREAS this resolution allows for the execution of a three-year Collective  
8 Bargaining Agreement (“CBA”) between the City and the Tacoma Police  
9 Management Association, Local 26 (“Union”), on behalf of employees represented  
10 by said Union, with the bargaining unit of the Union consisting of 18 full-time,  
11 budgeted positions, and

12 WHEREAS the CBA covers three years, and provides for a wage increase  
13 in each year of the agreement as follows: an increase of 3.0 percent retroactive to  
14 January 1, 2018; and effective January 1, 2019 and January 1, 2020, wages will be  
15 adjusted to maintain the indexing and parity differentials as provided in the CBA,  
16 and

17 WHEREAS the agreement also provides for: (1) an increase in the amount  
18 of the employer match of an employee’s deferred compensation contribution from  
19 up to \$204.50 to up to \$217.00 per pay period; (2) an increase in the amount of the  
20 employer contribution to a Voluntary Employee Beneficiary Association (“VEBA”)  
21 account for eligible employees from \$100.00 to \$250.00 per month, beginning the  
22 month following Council adoption of the agreement, and provide a one-time lump  
23  
24  
25  
26



1 sum payment of \$1,500.00 to the individual VEBA account for each LEOFF II  
 2 employee in the unit as of January 1, 2018; (3) an increase of \$500.00 per year for  
 3 a total of \$4,250.00 for an annual merit allowance paid to eligible employees;  
 4  
 5 (4) the addition of language explaining that bargaining unit members are covered  
 6 by the health benefit plans negotiated between the City and the Joint Labor  
 7 Committee; and (5) new language providing paid overtime to bargaining unit  
 8 members for emergency event call-outs as defined in the contract, and

9 WHEREAS it appears in the best interests of the City that the CBA  
 10 negotiated by said Union and the City be approved; Now, Therefore,  
 11

12 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

13 That the proper officers of the City are hereby authorized to execute the  
 14 three-year Collective Bargaining Agreement between the City and the Tacoma  
 15 Police Management Association, Local 26, effective retroactive to January 1, 2018,  
 16 through December 31, 2020, said document to be substantially in the form of the  
 17 agreement on file in the office of the City Clerk.  
 18

19 Adopted \_\_\_\_\_  
 20

21 \_\_\_\_\_  
 Mayor

22 Attest:  
 23 \_\_\_\_\_  
 City Clerk

24 Approved as to form:  
 25 \_\_\_\_\_  
 Deputy City Attorney