



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Union, Local 6, I.U.P.A. – December 14, 2021
DATE: December 9, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A., effective retroactive to January 1, 2021 through December 31, 2023.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A., effective January 1, 2021 through December 31, 2023.

The agreement is for three years, covers approximately 322 budgeted, full-time equivalent positions, and provides for a wage increase in each year of the agreement. Effective January 1, 2021, all classifications will be increased by 6.1 percent; effective January 1, 2022, wages increase by 7.1 percent; and effective January 1, 2023, wages will be increased by 100 percent of the June-to-June Consumer Price index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue area, with a minimum increase of one percent up to a maximum of five percent. Effective January 1, 2022, employees will also increase the amount forgone toward the Voluntary Employee Beneficiary Association (VEBA) program from .75 percent to 1 percent.

Other changes in the agreement include

1. Removing contractual language allowing the purging of discipline from employee disciplinary files.
2. Removing the City of Bellevue as a comparable employer for consideration of wages.
3. Increasing the employer match to deferred compensation from \$192 to \$211 per pay period.
4. Confirming the ability for anonymity of citizen complaints.
5. Article 4 – Grievance Procedure, clarifying how arbitrators will be assigned for disciplinary grievances consistent with State law requirements.
6. Article 10.5 Insurance updating employee premium share contributions for medical from \$40 to \$50 per month for employee only coverage, and \$80 to \$100 per month for employee plus family coverage, and clarifying employees move to the same Wellness Program requirements as other City employees.
7. Article 14 – Union Leave of Absence clarifying who is eligible, and when paid time may be spent.
8. Article 16.4 includes a change effective in 2022 removing the restriction on carryover of unused compensation time off accrued, and also provides that accrued time will be cashed out upon promotion to another classification, or upon separation.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Tacoma Police Union, Local 6, I.U.P.A. and has been bargained in good faith.



2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Agreement	N/A	N/A

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Tacoma Police Union, Local 6, I.U.P.A.

FISCAL IMPACT:

Fiscal Impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City’s FTE/personnel counts?

No

ATTACHMENTS:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum