



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26 – January 5, 2021
DATE: December 17, 2020

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Management Association, Local 26, effective January 1, 2021 through December 31, 2021.

BACKGROUND:

The resolution will authorize the execution of the Collective Bargaining Agreement negotiated with the Tacoma Police Management Association, Local 26, effective January 1, 2021 through December 31, 2021. The agreement is for one year, covers approximately 19 budgeted, full-time equivalent positions, and includes terms of a Body Worn Camera Program included as Addendum A to be implemented effective January 1, 2021.

Other changes include a reduction to the monthly employer contribution to a Voluntary Employee Beneficiary Association (VEBA) account from \$250 to \$125 per month; and employees will begin a \$50 per pay period deduction to be contributed to the VEBA.

Effective January 1, 2021, wages will be adjusted as required to maintain indexing/parity differentials as described in Appendix A, Section 2. Beginning the first of the month following adoption of the agreement, employees will forgo three quarters of one percent (0.75%) of wages in exchange for a post-retirement VEBA program as outlined in the collective bargaining agreement.

Updates were made to Article 3 - Association Membership and Dues, Article 19.12 regarding alternative work schedules; and in Article 19.13 regarding employees assigned to the Pierce County Force Investigation Team (PCFIT) placed in an on-call status will be eligible for standby pay.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Tacoma Police Management Association, Local 26, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



Economy/Workforce: *Equity Index Score*: 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 Letter of Agreement	N/A	unknown

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 Management Association, Local 26.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. 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?

NO, PLEASE EXPLAIN BELOW

Yes. Department Directors will be responsible for adhering to their overall levels of appropriation.

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