



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Senior Human Resources Analyst  
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**COPY:** City Council and City Clerk

**SUBJECT:** Resolution - Authorize execution of a Collective Bargaining Agreement with the Professional Public Safety Managers Association – December 11, 2018

**DATE:** November 16, 2018

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Professional Public Safety Managers Association.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Professional Public Safety Managers Association.

**BACKGROUND:**

The resolution will authorize execution of a 2019-2020 Collective Bargaining Agreement negotiated with the Professional Public Safety Managers Association. The agreement covers two years, and includes 8 full-time, budgeted positions. The agreement provides for a wage increase for each year of the agreement.

The agreement provides for wages to be indexed to the classifications that they supervise within the collective bargaining agreements between the City and the Tacoma Police Management Association, Local 26; and the Tacoma Fire Fighters Union, Local 31. The indexing provision provides for a wage increase for the classifications in this unit in 2019 between 1.5 and 4.74 percent.

Other significant changes to the agreement include the addition of a limit to the number of hours that may be compensated while in formal negotiations, new language on Grievances and Strike Prohibition; and that all employees will be required to convert to the Personal Time Off (PTO) plan effective upon their appointment. In addition, beginning January 1, 2019, deductions from Fire employees that go toward a Medical Employee Reimbursement Plan (MERP) will be discontinued, and all Police and Fire employees will have a monthly deduction and contribution to a Voluntary Employee Beneficiary Association (VEBA) account. Employees will also be able to have eligible unused sick leave and PTO payouts at retirement placed into the VEBA, and a portion of annual PTO cash out payments will go into the VEBA per the terms of the collective bargaining agreement.

**ISSUE:**

Authorization is required to execute the Collective Bargaining Agreement as negotiated on behalf of Professional Public Safety Managers Association.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.



**FISCAL IMPACT:**

Financial impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall level of appropriation.