



RESOLUTION NO. 40723

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 one-year Collective Bargaining Agreement between the City and the
3 Tacoma Police Management Association, Local 26, effective January 1,
2021, through December 31, 2021.

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

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8 WHEREAS this resolution allows for the execution of a one-year Collective
9 Bargaining Agreement (“CBA”) between the City and the Tacoma Police
10 Management Association, Local 26 (“Union”), on behalf of the employees
11 represented by said Union, and

12 WHEREAS the bargaining unit consists of approximately 19 budgeted,
13 full-time equivalent (“FTE”) positions, and

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15 WHEREAS, effective January 1, 2021, wages will be adjusted as required to
16 maintain indexing/parity differentials as described in Appendix A, Section 2; and
17 beginning the first of the month following adoption of the CBA, employees will forgo
18 three quarters of one percent (0.75%) of wages in exchange for a post-retirement
19 Voluntary Employee Beneficiary Association (“VEBA”) program, as outlined in the
20 CBA, and

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22 WHEREAS other changes include: (1) terms of a Body Worn Camera
23 Program, included as Addendum A to the CBA, to be implemented effective
24 January 1, 2021; (2) a reduction to the monthly employer contribution to a VEBA
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account from \$250 to \$125 per month; and (3) employees will begin a \$50 per pay period deduction to be contributed to the VEBA account, and

WHEREAS updates were made to Article 3 – Association Membership and Dues, Article 19.12, regarding alternative work schedules; and Article 19.13, regarding employees who are assigned to the Pierce County Force Investigation Team and placed in an on-call status will be eligible for standby pay, and

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

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

That the proper officers of the City are hereby authorized to execute the one-year Collective Bargaining Agreement between the City and the Tacoma Police Management Association, Local 26, effective January 1, 2021, through December 31, 2021, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney