



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the Tacoma Police Management Association, Local 26, IUPA – October 6, 2015
DATE: September 21, 2015

SUMMARY:

A resolution authorizing execution of a Letter of Agreement negotiated between the City of Tacoma and the Tacoma Police Management Association, Local 26, IUPA.

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 as negotiated with the Tacoma Police Management Association, Local 26, IUPA.

BACKGROUND:

The resolution will provide authorization for the execution of a Letter of Agreement negotiated between the City of Tacoma and the Tacoma Police Management Association, Local 26, IUPA. Beginning in 2013, the Tacoma Police Management Association, Local 26, agreed to a wage reduction of 1 percent for a VEBA program. Per the terms of the Memorandum of Agreement, each active LEOFF 2 bargaining unit member would therefore, receive 99 percent of the base wage rate. This Letter of Agreement provides for the restoration of the 1 percent wage reduction for all active LEOFF 2 employees effective retroactively to January 1, 2015, with no new enrollees will be eligible to apply for the VEBA program.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by said union.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget.