



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, 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. – July 26, 2016
DATE: July 11, 2016

SUMMARY:

A resolution authorizing execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the Tacoma Police Union, Local 6, I.U.P.A.

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 Union, Local 6, I.U.P.A.

BACKGROUND:

The resolution with authorize execution of a 2015-2016 collective bargaining agreement negotiated between the City of Tacoma and the Tacoma Police Union, Local 6, I.U.P.A. The agreement covers approximately 316 budgeted full time equivalent (FTE) positions.

The agreement covers two years, 2015-2016, and provides for a wage increase retroactive to January 1, 2015, of 2.2 percent; and a wage increase retroactive to January 1, 2016, of 1.1%. Beginning the first of the month following the effective date of the Agreement, the Union agrees to forgo three-quarters of one percent (0.75%) of salary toward a Voluntary Employee Beneficiary Association (VEBA) program. Rules and eligibility requirements of the VEBA program are outlined in the collective bargaining agreement and will be open for up to twelve (12) employees per year, with no more than three (3) eligible in any one (1) quarter.

Other changes in the agreement include: a change in the start time for first relief shift employees; and the agreement between the City and the Union on a twelve (12) month trial period for the monthly changeover of days off rotation. Language clarifying the application of rate paid to LEOFF 2 employees to contribute toward the cost of long-term disability insurance provided by the Union. Language changes regarding work on the Fourth of July were incorporated into the agreement. Change in health and welfare benefits, to allow employees to select one of four (4) City medical plan offerings, and eliminate any dual coverage option for employees who have an eligible dependent, who is also a City employee, from being enrolled on more than one medical, dental and/or vision plan, and employees will also be eligible to participate in the City’s Wellness Program, and receive a Wellness Incentive credit beginning in 2017 if program requirements are met.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by the Tacoma Police Union, Local 6, I.U.P.A.

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 Budget Office.