



**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 Professional Public Safety Management Association – October 4, 2016  
**DATE:** September 19, 2016

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**SUMMARY:**

A resolution authorizing execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the Professional Public Safety Management 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 as negotiated with the Professional Public Safety Management Association.

**BACKGROUND:**

The resolution with authorize execution of a 2015-2018 collective bargaining agreement negotiated between the City of Tacoma and the Professional Public Safety Management Association. The agreement covers approximately 8 budgeted full time equivalent (FTE) positions.

The agreement covers four years, 2015-2018, and provides for a wage increase effective retroactive to January 1, 2015, of 2.6 percent; a wage increase retroactive to January 1, 2016, of 1.1 percent; an increase effective January 1, 2017 of 2.0 percent; and wages for 2018 will be based on revised indexing/parity language.

Other changes in the agreement include confirmation that the bargaining unit shall be covered by the health benefits plan negotiated between the City and a coalition of unions in the Joint Labor Committee for the term of the agreement; a change to the deferred compensation provided by the employer from a matching amount to an employer contribution; and a reduction in the amount of employee wages forgone toward the Voluntary Employee Beneficiary Association (VEBA) program beginning in 2017 pursuant to an attached Letter of Agreement.

**ISSUE:**

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit in good faith on behalf of the employees represented by the Professional Public Safety Management Association.

**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.