



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 Union, Local 6, IUPA – March 17, 2015
DATE: March 3, 2015

SUMMARY:

A resolution to authorize execution of a Letter of Agreement negotiated between the City of Tacoma and the Tacoma Police Union, Local 6, 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 Union, Local 6, 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 Union, Local 6, IUPA. In 2011, the Tacoma Police Union, Local 6, 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, and the extension of the Memorandum of Agreement to allow for eligible employees to retire under the terms of the agreement during 2015. No new enrollees may apply for the VEBA program after December 1, 2014.

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.