



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Division Manager, Labor Relations
Karen Short, Human Resources Consultant, Senior
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit – March 21, 2023
DATE: March 2, 2023

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a proposed Collective Bargaining Agreement as negotiated with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit to be effective upon City Council adoption through December 31, 2024.

BACKGROUND:

The resolution will authorize the execution of a proposed Collective Bargaining Agreement (CBA) with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit effective upon City Council adoption through December 31, 2024. The City recognizes the Union as the collective bargaining representative for all employees in the unit, pursuant to PERC Case 132998-E-20, Decision 13442-A (PECB, 2021). The agreement covers 3 budgeted, full-time equivalent positions, and provides for wages, hours, and working conditions on behalf of the employees represented by said Union.

Effective retroactive to October 19, 2022, the agreement provides for a salary range of 6 steps, and a general wage increase of 3 percent. Employees in the unit as of the Agreement’s execution date, will also receive a one-time, lump sum payment of \$5,000. Effective and retroactive to January 2, 2023, employees will be placed in a revised 9 step pay scale based on data provided from the Class & Comp Study, and placed in the pay step that is nearest, but not below, their current rate of pay. In addition, employees may receive a one-time, lump sum payment in the amount that represents the difference between the annual salary in their initial placement and the value of a 5 percent annual wage increase. Effective January 1, 2024, a wage increase of 2.75 percent will be provided. Employees will not be eligible to receive longevity pay.

Health & Welfare benefits will be as provided in the collective bargaining agreement with the Tacoma Joint Labor Committee, and employees will be eligible to participate in the VEBA program as provided in TMC Section 1.12.229, and a Letter of Agreement with the Union.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit, and bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

Yes

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum