



RESOLUTION NO. 40888

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and the
3 Tacoma Police Management Association, Local 26, consisting of
4 approximately 19 budgeted, full-time equivalent positions, effective
5 January 1, 2022, through December 31, 2024.

6 WHEREAS the City has, for years, adopted the policy of collective
7 bargaining between the various labor organizations representing employees and
8 the administration, and

9 WHEREAS this resolution allows for the execution of a three-year Collective
10 Bargaining Agreement (“CBA”) between the City and the Tacoma Police
11 Management Association, Local 26 (“Union”), on behalf of the employees
12 represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 19 budgeted,
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase in each year of the
16 agreement, based on the indexing language contained in the CBA, and

17 WHEREAS other changes include: (1) the City will change from an
18 employer match to an employer contribution to an employee’s deferred
19 compensation account, with or without an employee match, of \$238 per pay
20 period; (2) the City will increase the amount contributed to a Voluntary Employee
21 Beneficiary Account (“VEBA”) account from \$125 to \$250 per month, and
22 (3) employees will also increase their monthly deduction and contribution toward
23 their VEBA account from \$50 to \$100 per pay period, and
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25 WHEREAS language was also included in Sections 19.14 and 19.15, from
26 an existing Letter of Agreement, to allow the Union to elect on an annual basis,



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with at least 30 days' notice, changes to participation in the VEBA program regarding the value of unused Sick Leave and Personal Time Off ("PTO") accruals at retirement, (if otherwise eligible) to be deposited to VEBA, and

WHEREAS it appears in the best interests of the City that the CBA negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement ("CBA") between the City and the Tacoma Police Management Association, Local 26, effective January 1, 2022, through December 31, 2024, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Section 2. That City Council approval of the CBA is contingent upon approval/ratification of the agreement by the Tacoma Police Management Association, Local 26.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney