



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
Shelby Fritz, Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26 – December 10, 2024  
**DATE:** November 21, 2024

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**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Management Association, Local 26, effective January 1, 2025, through December 31, 2027.

**BACKGROUND:**

The resolution authorizes the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Management Association, Local 26, effective January 1, 2025, through December 31, 2027. The agreement is for three years, and covers approximately 21 budgeted, full-time equivalent positions, and provides for a wage increase in each year of the agreement. Effective January 1, 2025, an increase of 7 percent will be provided; effective January 1, 2026, and January 1, 2027, wages will be adjusted as required to maintain the indexing/parity differential language in the collective bargaining agreement.

Other changes to the agreement include:

1. An increase to the employer contribution to an employee’s deferred compensation account, with or without an employee match, from \$238 to \$250 per pay period.
2. Provide that accrued and unused sick leave balances upon retirement will be cashed out at the following tiers (25 percent, up to 400 hours, 33 percent, for 401-800 hours and 50 percent for 801 hours and above), and the amount deposited into the employee’s Voluntary Employee Beneficiary Account (VEBA) account. Employees will also increase their deduction and contribution to a VEBA account from \$150 to \$200 per pay period.
3. An increase to the amount of an annual merit allowance from \$4,250 to \$5,450, when the requirements in the collective bargaining agreement are met, with language to provide for a prorated amount for employees who move in/out of the bargaining unit after January 1 of each year.
4. An increase to the amount budgeted for tuition reimbursement funds from \$15,000 to \$20,000 per year.
5. Language that provides that employees placed into bargaining unit will be converted to the Personal Time Off plan upon the completion of their probationary period.
6. Updated language regarding the retention of performance management documents, consistent with RCW 40.14.070.
7. The addition a new article to the agreement titled Investigative Suspension without Pay to be used to place an employee on administrative leave without pay, when that employee has been charged with a crime that, if found guilty, would disqualify the employee from maintaining their commission, per RCW 43.101.105, Section 2 (a) (i) A-E, or as hereafter amended by the Legislature.



**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Tacoma Police Management Association, Local 26, and has been 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 Agreement	N/A	N/A

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26.

**FISCAL IMPACT:**

Fiscal Impact information will be provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**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