



RESOLUTION NO. 40834

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and
3 Professional Public Safety Management Association, consisting of ten
4 budgeted full-time equivalent positions, effective retroactive to January 1,
5 2021, through December 31, 2023.

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 Professional Public Safety
11 Management Association (“Union”), on behalf of the employees represented by said
12 Union, and

13 WHEREAS the bargaining unit consists of approximately ten budgeted,
14 full-time equivalent (“FTE”) positions, assigned to General Government, and

15 WHEREAS the CBA will provide for wage increases retroactive to January 1,
16 2021, and, to address compression issues, indexing provisions will additionally
17 provide: an increase of 3 percent for the classification of Assistant Fire Chief from
18 25 percent to 28 percent over the Fire Battalion Chief “40-hr”; an increase of 2.5
19 percent for the classification of Deputy Fire Chief from 5 percent to 7.5 percent over
20 the Assistant Fire Chief; and, pending council approval of the new classification, the
21 classification of Deputy Police Chief will be indexed at 7.5 percent over the
22 Assistant Police Chief classification, and
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WHEREAS employees who are actively employed as of the date of the ratification by the Union of the CBA shall receive a one-time lump sum payment of \$400, and

WHEREAS other changes include: (1) the City will increase the contribution made to an employee's deferred compensation account, with or without an employee match, from \$217 to \$238 per pay period; (2) employees will also increase their monthly deduction and contribution toward a VEBA account from \$200 to \$225 per month; (3) the cash out process in Section 9.2 will allow the Union to determine on an annual basis, the cash out percentages made toward a VEBA for the following year; and (4) Article 2 regarding Association Membership and Dues has been updated as a result of the Janus decision, 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:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and Professional Public Safety Management Association, effective retroactive to January 1, 2021,



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through December 31, 2023, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney