



## RESOLUTION NO. 41755

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 Letter of Agreement negotiated between the City of Tacoma and the Tacoma  
3 Police Union, Local 6, I.U.P.A., Community Service Officers Unit, regarding  
contributions to a Voluntary Employee Beneficiary Association account.

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

7  
8 WHEREAS Resolution No. 41713, adopted July 8, 2025, authorized the  
9 execution of the Collective Bargaining Agreement ("CBA") between the City of  
10 Tacoma and the Tacoma Police Union, Local 6, I.U.P.A., Community Service  
11 Officers Unit, ("Union"), on behalf of the employees represented by said Union, and

12  
13 WHEREAS the City and the Union have negotiated a Letter of Agreement  
14 ("LOA") to the CBA regarding contributions to a Voluntary Employee Beneficiary  
15 Association account ("VEBA"), and

16  
17 WHEREAS the LOA provides for employees separated from service due to  
18 death or retirement for disability or length of service will be eligible for a deposit of  
19 the value of unused Personal Time Off ("PTO") accruals to a VEBA account on  
20 behalf of the employee, and

21  
22 WHEREAS the City shall deposit into a VEBA Account a sum equivalent to  
23 one hundred percent (100%) of PTO accruals for any bargaining unit employee who  
meets the criteria outlined in Tacoma Municipal Code Section 1.12.229, and

24  
25 WHEREAS the LOA also provides the Union the ability to make a change no  
26 more than once per year, on which portion of the PTO accruals shall be deposited  
into a VEBA account for eligible employees, and



WHEREAS the deposit shall be an amount equal to zero percent (0%), fifty percent (50%), or one hundred percent (100%), at the time of separation, and

WHEREAS the Union may make a change no more than once per year, and with at least 30 calendar days' notice to the City, and

WHEREAS it appears in the best interest of the City that the LOA 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 Letter of Agreement negotiated between the City of Tacoma and the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney