



## RESOLUTION NO. 39603

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, I.U.P.A., effective  
retroactive to January 1, 2015, through December 31, 2017.

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 WHEREAS this resolution allows for the execution of a three-year Collective  
8 Bargaining Agreement ("CBA") between the City and the Tacoma Police  
9 Management Association, Local 26, I.U.P.A. ("Union"), on behalf of the employees  
10 represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 18 budgeted,  
12 full-time equivalent ("FTE") positions, and

13 WHEREAS the CBA provides for a wage increase of 2.2 percent retroactive  
14 to January 1, 2015; a wage increase of 1.1 percent retroactive to January 1, 2016;  
15 and a wage increase of 2 percent effective January 1, 2017, and

16 WHEREAS other changes include: (1) beginning in 2017, the bargaining  
17 unit shall be covered by the same health benefits plan as most City employees and  
18 will be incorporated into the City's Wellness Program; (2) an increase to the  
19 monthly employer contribution to a Voluntary Employee Beneficiary Association  
20 ("VEBA") medical account, from \$50 to \$100 per month for each employee;  
21 (3) eligible employees with more than 25 years of service will earn an additional  
22 mentorship premium application of rate of 2 percent; (4) the annual merit allowance  
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in 2017 will be increased to \$3,750, and (5) a one-time payment will be made to the VEBA program and to employees eligible for the annual merit allowance in lieu of retroactivity, 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 the Tacoma Police Management Association, Local 26, I.U.P.A., effective retroactive to January 1, 2015, through December 31, 2017, 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