



RESOLUTION NO. 40589

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and Tacoma
Police Management Association, Local 26.

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

7 WHEREAS Resolution No. 40040, adopted June 19, 2018, authorized the
8 execution of the three-year Collective Bargaining Agreement (“CBA”) between the
9 City of Tacoma and Tacoma Police Management Association, Local 26 (“Union”),
10 on behalf of the employees represented by said Union, and
11

12 WHEREAS the City and Union have negotiated a Letter of Agreement
13 (“LOA”) to the CBA which provides for the following: (1) proposed changes to the
14 Family and Medical Leave Act (“FMLA”) policy, including movement from a
15 calendar year, to a rolling 12-month period for eligibility, and agreement that the
16 Union will withdraw any outstanding demand to bargain over the City’s proposed
17 FMLA policy changes; and (2) a one-time, lump sum payment of \$500 to each unit
18 member represented by Local 26, as of February 20, 2020, to address salary
19 compression issues identified by Local 26 during the term of the collective
20 bargaining agreement, and
21

22 WHEREAS it appears in the best interest of the City that the LOA negotiated
23 by said Union and the City be approved; Now, Therefore,
24
25
26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

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 Letter of Agreement negotiated between the City of Tacoma and Tacoma Police Management Association, Local 26, said document to be substantially in the form of the document on file in the office of the City Clerk.

Section 2. That the City Council finds that this Resolution is necessary, routine, and consistent with Governor Inslee’s emergency proclamation issued March 24, 2020, suspending portions of the Open Public Meetings Act for 30 days.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

City Attorney