



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the Tacoma Police Union, Local 6, I.U.P.A. – September 11, 2018
DATE: August 23, 2018

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6, I.U.P.A.

BACKGROUND:

The resolution will authorize execution of a Letter of Agreement negotiated with the Tacoma Police Union, Local 6, I.U.P.A. There are currently 332 full-time, budgeted positions within the bargaining unit. This Letter of Agreement was negotiated as the resolution of an Unfair Labor Practice (ULP) filed by the Union.

The letter of agreement provides that employees represented by the Tacoma Police Union, Local 6, I.U.P.A., assigned to the Homicide Unit will receive an application of rate of five percent (5%). Employee not assigned to the Homicide Unit who are called out to investigate a Homicide (or any other incident normally investigated by the Homicide Unit) will receive an application of rate of five percent (5%) for those hours so assigned.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the Tacoma Police Union, Local 6, I.U.P.A.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office.