



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26 – December 14, 2021
DATE: December 9, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Police Management Association, Local 26, effective January 1, 2022 through December 31, 2024.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement negotiated with the Tacoma Police Management Association, Local 26, effective January 1, 2022 through December 31, 2024.

The agreement is for three years, and covers approximately 19 budgeted, full-time equivalent positions, and provides for a wage increase in each year of the agreement based on the indexing language in the collective bargaining agreement.

The agreement also provides that the City will change from an employer match to an employer contribution to an employee’s deferred compensation account, with or without an employee match, of \$238 per pay period. The employer will increase the amount contributed to a Voluntary Employee Beneficiary Account (VEBA) account from \$125 to \$250 per month, and employees will also increase their deduction and contribution toward their VEBA account from \$50 to \$100 per pay period.

Language was also included in Section 19.14 and 19.15 from an existing Letter of Agreement to allow the union to elect on an annual basis, with at least 30 days’ notice, changes to participation in the VEBA program regarding the value of unused Sick Leave and Personal Time Off (PTO) accruals at retirement, (if otherwise eligible) to be deposited to VEBA.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Professional Public Safety Management Association and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Agreement	N/A	N/A

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26.

FISCAL IMPACT:

Fiscal Impact information will be provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum