



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Bill Fosbre, City Attorney
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Union, Local 6, I.U.P.A. – April 10, 2018
DATE: March 26, 2018

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining 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 2017-2019 Collective Bargaining 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.

The agreement covers three years, and provides for a wage increase in each year of the agreement. Retroactive to January 1, 2017, wages will increase by 4.5 percent; and retroactive to January 1, 2018, wages will increase by 3 percent. In the third year of the agreement, effective January 1, 2019, wages shall increase by an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue, measured from June 2018 to June 2019, with a minimum increase of 1 percent and a maximum increase of 5 percent. In the event the CPI based wage increase is not insufficient to maintain the current first place ranking in the market, an amount shall be applied to maintain the current first place ranking. The comparable jurisdictions to be used will be Bellevue, Everett, Kent, Spokane, and Vancouver.

The agreement will also continue the Voluntary Employee Beneficiary Association (VEBA) for eligible retiring employees, with current employees forgoing three quarters of one percent (0.75%) of salary toward the program. It will also integrate Local 6 members into the same City benefit programs as other employees, as well as the ability to participate in additional options available with the City’s Wellness program.

ISSUE:

Authorization is required to execute the Collective Bargaining 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.