



## RESOLUTION NO. 41580

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, consisting of  
4 approximately 21 budgeted, full-time equivalent positions, effective  
5 January 1, 2025, through December 31, 2027.

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

9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement (“CBA”) between the City and the Tacoma Police  
11 Management Association, Local 26 (“Union”), on behalf of the employees  
12 represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 21 budgeted,  
14 full-time equivalent (“FTE”) positions, and provides for a wage increase in each year  
15 of the agreement, and

16 WHEREAS the CBA will provide for a wage increase of 7 percent, effective  
17 January 1, 2025, and effective January 1, 2026, and January 1, 2027, wages will be  
18 adjusted as required to maintain the indexing/parity differential language in the  
19 CBA, and

20 WHEREAS other changes include:

21 (1) an increase to the employer contribution to an employee’s deferred  
22 compensation account, with or without an employee match, from \$238 to \$250 per  
23 pay period,  
24  
25  
26



1 (2) that accrued and unused sick leave balances upon retirement will be  
2 cashed out at the following tiers: 25 percent (up to 400 hours), 33 percent (for  
3 401-800 hours), and 50 percent (for 801 hours and above), with the amount  
4 deposited into the employee's Voluntary Employee Beneficiary Account ("VEBA"),  
5 and employees will also increase their deduction and contribution to a VEBA  
6 account from \$150 to \$200 per pay period,  
7

8 (3) an increase to the amount of an annual merit allowance from \$4,250 to  
9 \$5,450, and when the requirements in the CBA are met, language to provide for a  
10 prorated amount for employees who move in/out of the bargaining unit after  
11 January 1 of each year,  
12

13 (4) an increase to the amount budgeted for tuition reimbursement funds from  
14 \$15,000 to \$20,000 per year,  
15

16 (5) language that provides that employees placed into the bargaining unit will  
17 be converted to the Personal Time Off plan upon the completion of their  
18 probationary period,  
19

20 (6) undated language regarding the retention of performance management  
21 documents, consistent with the Revised Code of Washington ("RCW") 40.14.170,  
22

23 (7) addition of a new article to the CBA entitled Investigative Suspension  
24 without Pay to be used to place an employee on administrative leave without pay,  
25 when that employee has been charged with a crime that, if found guilty, would  
26 disqualify the employee from maintaining their commission, per RCW 43.101.105,  
Section 2(a)(i) A-E, or as hereafter amended by the legislature, and



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

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, effective January 1, 2025, through December 31, 2027, 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



- 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