



## RESOLUTION NO. 41459

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 Professional Public Safety Management Association, effective retroactive to  
4 January 1, 2024, through December 31, 2026.

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

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

12 WHEREAS the bargaining unit consists of approximately 10 budgeted,  
13 full-time equivalent (“FTE”) positions and provides for a wage increase in each year  
14 of the agreement, and

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16 WHEREAS wages effective January 1, 2024, will increase by 6.5 percent for  
17 employees in the Police Department and 4.5 percent for employees in the Fire  
18 Department, using the indexing process outlined in the agreement, and

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20 WHEREAS wages for 2025 and 2026 will also be determined by the indexing  
21 process with the salary of the positions they supervise, and

22 WHEREAS, other changes to the agreement include: (1) An increase to the  
23 employer contribution to a 457b deferred compensation plan from \$238 to \$250 per  
24 pay period; (2) An increase to the employee deduction and contribution to a  
25 Voluntary Employee Beneficiary Association (VEBA) account from \$225 to \$250 per  
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month; (3) An addition of a monthly employer contribution of \$250 to a VEBA account for eligible employees; (4) A change in the method used to compensate employees for unused sick leave accruals upon retirement; (5) Providing for a special one-time conversion opportunity for employees to convert sick leave accruals to Personal Time Off (PTO); (6) Providing language to allow, no more than once per year, a change in the amount of unused PTO upon retirement that will be contributed to VEBA; and (7) A change to VEBA provisions to increase the monthly contribution for retirees from \$575 to \$609.52, and provide for an annual 2 percent escalator to the contribution rate, beginning January 1, 2025, and

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 Professional Public Safety Management Association, effective retroactive to January 1, 2024,



1 through December 31, 2026, said document to be substantially in the form of the  
2 agreement on file in the office of the City Clerk.

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4 Adopted \_\_\_\_\_

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6 \_\_\_\_\_  
7 Mayor

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9 Attest: \_\_\_\_\_  
10 City Clerk

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12 Approved as to form: \_\_\_\_\_  
13 Deputy City Attorney

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