



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: December 12, 2021
Subject: **Fiscal Impact of Tacoma Police Management Association, Local 26 2022-2024 Collective Bargaining Agreement**

Overview

The following provides an estimated fiscal impact of an agreement between the City of Tacoma and the Tacoma Police Local 26 for the terms of the 2022-2024 Collective Bargaining Agreement.

Financial Impact:

Deferred Compensation

Effective January 1, 2022, The City will, with or without employee match, contribute two hundred and thirty-eight dollars (\$238.00) per pay period, into the deferred compensation program offered by the City. Previously, The City matched up to two hundred seventeen dollars (\$217.00) per pay period.

This increase will cost approximately \$10,500 per year.

Voluntary Employee Beneficiary Association (VEBA)

Effective the month following the effective date of the Agreement, the employer will increase its contribution of one hundred and twenty-five dollars (\$125) per month to two hundred and fifty dollars (\$250) per month.

This increase will cost approximately \$28,500 per year.

Funding for 2022-2024

The incremental increases are partially budgeted in the Adopted 2021-2022 Budget and will be incorporated into the 2023-2024 Proposed Biennial Budget. The department will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Lead Labor Negotiator
- Karen Short, Senior Human Resource Analyst
- Jen Watts, Labor Relations Analyst
- Hayley Falk, Lead Management Analyst