



RESOLUTION NO. 40185

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 two-year Collective Bargaining Agreement between the City and the
3 Professional Public Safety Management Association, effective January 1,
4 2019, through December 31, 2020.

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

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

11 WHEREAS the bargaining unit consists of approximately eight budgeted
12 positions, and

13 WHEREAS the agreement provides that wages for each year of the
14 agreement will be determined by indexing provisions according to the
15 classifications supervised, and

16 WHEREAS the indexing provisions provide for 2019 wage increases to
17 classifications within this unit of between 1.5 and 4.74 percent, and

18 WHEREAS other changes include: (1) limiting the number of hours
19 compensated for formal negotiations; (2) adding language to the Grievance
20 Procedure and Strike Prohibited sections; (3) requiring employees entering the
21 bargaining unit on or after January 1, 2019, to convert to Personal Time Off
22 (“PTO”) effective upon appointment; and, (4) beginning January 1, 2019,
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1 discontinuing deductions from Fire employees for a Medical Employee
 2 Reimbursement Plan (“MERP”), and adding for all bargaining unit employees a
 3 monthly deduction and contribution to a Voluntary Employee Beneficiary
 4 Association (“VEBA”) account and the ability for eligible unused sick leave and
 5 PTO payouts at retirement to be placed as specified into the VEBA, and
 6

7 WHEREAS it appears in the best interests of the City that the CBA
 8 negotiated by said Union and the City be approved; Now, Therefore,

9 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

10 That the proper officers of the City are hereby authorized to execute the
 11 two-year Collective Bargaining Agreement between the City and the Professional
 12 Public Safety Management Association, effective January 1, 2019, through
 13 December 31, 2020, said document to be substantially in the form of the
 14 agreement on file in the office of the City Clerk.
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16 Adopted _____
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18 _____
 19 Mayor

20 Attest:
 21 _____
 22 City Clerk

23 Approved as to form:
 24 _____
 25 Deputy City Attorney
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