



RESOLUTION NO. 39557

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement between the City and the
3 Professional Public Safety Management Association, effective retroactive to
4 January 1, 2015, through December 31, 2018.

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 four-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 eight budgeted,
13 full-time equivalent (“FTE”) positions, and

14
15 WHEREAS the proposed CBA will provide for a wage increase of
16 2.6 percent retroactive to January 1, 2015; a wage increase of 1.1 percent
17 retroactive to January 1, 2016; a wage increase of 2 percent effective January 1,
18 2017; and for 2018, wages will be based on revised indexing/parity language, and

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20 WHEREAS other changes include: (1) confirmation that the bargaining unit
21 shall be covered by the health benefits plan negotiated between the City and a
22 coalition of unions in the Joint Labor Committee for the term of the agreement;
23 (2) a change to the deferred compensation provided by the employer from a
24 matching amount to an employer contribution; and (3) a reduction in the amount of
25 employee wages forgone toward the Voluntary Employee Beneficiary Association
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(“VEBA”) program beginning in 2017, pursuant to a Letter of Agreement between
1 the parties, and

2 WHEREAS it appears in the best interests of the City that the CBA
3 negotiated by said Union and the City be approved; Now, Therefore,
4

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

6 That the proper officers of the City are hereby authorized to execute the
7 four-year Collective Bargaining Agreement between the City and the Professional
8 Public Safety Management Association, effective retroactive to January 1, 2015,
9 through December 31, 2018, said document to be substantially in the form of the
10 agreement on file in the office of the City Clerk.
11

12 Adopted _____
13

14 _____
15 Mayor

16 Attest:

17 _____
18 City Clerk

19 Approved as to form:

20 _____
21 Deputy City Attorney
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23
24
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