



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26 – December 6, 2016
DATE: November 28, 2016

SUMMARY:

A resolution authorizing execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the Tacoma Police Management Association, Local 26.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation as negotiated with the Tacoma Police Management Association, Local 26.

BACKGROUND:

The resolution with authorize execution of a 2015-2017 collective bargaining agreement negotiated between the City of Tacoma and the Tacoma Police Management Association, Local 26. The agreement covers approximately 18 budgeted full time equivalent (FTE) positions.

The agreement covers three years, 2015-2017, and provides for a wage increase effective retroactive to January 1, 2015, of 2.2 percent; a wage increase retroactive to January 1, 2016, of 1.1 percent; an increase effective January 1, 2017 of 2.0 percent. 2017 language includes a reopener, should the differential between Police Lieutenant and the Local 6 title of Police Sergeant cuts into 25 percent.

Beginning in 2017, the bargaining unit shall be covered by the same health benefits plan as most City employees and will be incorporated into the City Wellness Program; employees will receive an increase to the monthly employer contribution to a Voluntary Employee Beneficiary Association (VEBA) medical account from \$50 to \$100 per month for each employee; eligible employees with more than 25 years of service will earn an additional mentorship premium application of rate of 2 percent, and the annual merit allowance beginning in 2017 will be increased to \$3,750. There will also be a one-time payment made to the VEBA program and to employees eligible for the annual merit allowance given in lieu of retroactivity.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit in good faith on behalf of the employees represented by the Tacoma Police Management Association, Local 26.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal Impact information is provided by the Budget Office.