



## RESOLUTION NO. 40887

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 Tacoma Police Union, Local 6, I.U.P.A., consisting of 322 budgeted full-time  
4 equivalent positions, retroactive to January 1, 2021, through December 31,  
5 2023.

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

9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement (“CBA”) between the City and the Tacoma Police Union,  
11 Local 6, I.U.P.A. (“Union”), on behalf of the employees represented by said Union,  
12 and

13 WHEREAS the bargaining unit consists of approximately 322 budgeted,  
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase in each year of the  
16 agreement, as follows: effective January 1, 2021, all classifications will be  
17 increased by 6.1 percent; effective January 1, 2022, wages increase by 7.1  
18 percent; and effective January 1, 2023, wages will be increased by 100 percent of  
19 the June-to-June Consumer Price index for Urban Wage Earners and Clerical  
20 Workers (“CPI-W”), Seattle-Tacoma-Bellevue area, with a minimum increase of  
21 one percent up to a maximum of five percent; effective January 1, 2022,  
22 employees will also increase the amount forgone toward the Voluntary Employee  
23 Beneficiary Association (“VEBA”) program from .75 percent to 1 percent, and  
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WHEREAS other changes include: (1) Removing contractual language allowing the purging of discipline from employee disciplinary files, (2) Removing the City of Bellevue, and replacement with City of Renton, as a comparable employer for consideration of wages, (3) Increasing the employer match to deferred compensation from \$192 to \$211 per pay period, (4) Confirming the ability for anonymity of citizen complaints, (5) Article 4 – Grievance Procedure, clarifying how arbitrators will be assigned for disciplinary grievances consistent with state law requirements, (6) Article 10.5 – Insurance, updating employee premium share contributions for medical from \$40 to \$50 per month for employee only coverage, and \$80 to \$100 per month for employee plus family coverage, and clarifying employees move to the same Wellness Program requirements as other City employees, (7) Article 14 – Union Leave of Absence, clarifying who is eligible, and when paid time may be spent, and (8) Article 16.4 includes a change effective in 2022 removing the restriction on carryover of unused compensation time off accrued, and also provides that accrued time will be cashed out upon promotion to another classification, or upon separation, 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,



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

Section 1. That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement (“CBA”) between the City and the Tacoma Police Union, Local 6, I.U.P.A., retroactive to January 1, 2021, through December 31, 2023, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Section 2. That City Council approval of the CBA is contingent upon approval/ratification of the agreement by the Tacoma Police Union, Local 6, I.U.P.A.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney