



## RESOLUTION NO. 39504

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 Collective Bargaining Agreement negotiated between the City of Tacoma  
3 and Tacoma Police Union, Local 6, I.U.P.A., effective retroactive to  
4 January 1, 2015, through December 31, 2016.

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 (2015-2016)  
8 Collective Bargaining Agreement ("CBA") negotiated between the City and Tacoma  
9 Police Union, Local 6, I.U.P.A. ("Union"), on behalf of the employees represented  
10 by said Union, and

11 WHEREAS the bargaining unit consists of approximately 316 budgeted,  
12 full-time equivalent positions, and

13 WHEREAS the proposed CBA provides for a wage increase retroactive to  
14 January 1, 2015, of 2.2 percent; and a wage increase retroactive to January 1,  
15 2016, of 1.1 percent, and

16 WHEREAS the CBA also provides for the following: (1) beginning the first  
17 of the month following the effective date of the Agreement, the Union agrees to  
18 forgo three-quarters of one percent (0.75%) of salary toward a Voluntary  
19 Employee Beneficiary Association ("VEBA") program; the rules and eligibility  
20 requirements of the VEBA program are outlined in the CBA and will be open for  
21 up to 12 employees per year, with no more than three eligible in any one quarter;  
22 (2) a change in the start time for first relief shift employees; (3) an agreement  
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between the City and Union on a 12-month trial period for the monthly changeover of days off rotation; (4) language clarifying the application of rate paid to LEOFF 2 employees to contribute toward the cost of long-term disability insurance provided by the Union; (5) changes to language regarding work on the Fourth of July; (6) a change in health and welfare benefits, to allow employees to select one of four City medical plan offerings, and to eliminate any dual coverage option for employees who have an eligible dependent, who is also a City employee, from being enrolled on more than one medical, dental and/or vision plan; and (7) a provision that employees will be eligible to participate in the City's Wellness Program, and receive a Wellness Incentive credit beginning in 2017 if program requirements are met, and

WHEREAS it appears in the best interest of the City that the proposed CBA negotiated between the City and the Union be approved; Now, Therefore,

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

That the proper officers of the City are hereby authorized to execute the Collective Bargaining Agreement negotiated between the City of Tacoma and Tacoma Police Union, Local 6, IUPA, effective retroactive to January 1, 2015,



1 through December 31, 2016, said document to be substantially in the form of the  
2 proposed agreement on file in the office of the City Clerk.

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4 Adopted \_\_\_\_\_

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6 \_\_\_\_\_  
7 Mayor

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9 Attest: \_\_\_\_\_  
10 City Clerk

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12 Approved as to form: \_\_\_\_\_  
13 Deputy City Attorney

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