



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement as negotiated with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit – January 28, 2025
DATE: January 9, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit, effective January 1, 2025, through December 31, 2026.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) as negotiated with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit, effective January 1, 2025, through December 31, 2026.

The two-year agreement covers approximately three (3) budgeted, full-time equivalent positions, and provides for a general wage increase in each year of the agreement.

Effective retroactive to January 1, 2025, a general wage increase of 2.75 percent will be provided to all bargaining unit employees. Additionally, bargaining unit employees in the classification of Police Office Manager classification will receive a market adjustment of 7.5 percent. Effective January 1, 2026, a general wage increase of 3.0 percent will be provided to all bargaining unit employees.

Other modifications to the agreement include changes to Article 8 – Grievance Procedure to indicate a 15-day time frame for each step of the grievance process, and that the cost of arbitration will be divided equally by parties; and adding language regarding administrative leave in Article 11- Working Conditions, which exempts employees in the unit from receiving overtime compensation or compensatory time off and gives specification to the use of Administrative Leave.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	Unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium’s current budget? Yes

Are there financial costs or other impacts of not implementing the legislation? No

Will the legislation have an ongoing/recurring fiscal impact? YES

Will the legislation change the City’s FTE/personnel counts? No

ATTACHMENTS:

- Collective Bargaining Agreement
- Fiscal Impact Memorandum