



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Bill Fosbre, City Attorney
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager

COPY: City Council and City Clerk

SUBJECT: Resolution - Authorize execution of a Collective Bargaining Agreement with the Tacoma Police Management Association, Local 26 – June 19, 2018

DATE: June 8, 2018

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with 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 for employees represented by the Tacoma Police Management Association, Local 26.

BACKGROUND:

The resolution will authorize execution of a 2018-2020 Collective Bargaining Agreement negotiated with the Tacoma Police Management Association, Local 26. There are currently 18 full-time, budgeted positions within the bargaining unit.

The agreement covers three years, and provides for a wage increase in each year of the agreement. Retroactive to January 1, 2018, wages will be increased by 3.0 percent; and effective January 1, 2019 and January 1, 2020, wages will be adjusted to maintain the indexing/parity differentials as provided in the collective bargaining agreement.

The agreement also provides for the following:

1. An increase in the amount of the employer match of an employee’s deferred compensation contribution from up to \$204.50 to up to \$217 per pay period
2. An increase the amount of the employer contribution to a Voluntary Employee Beneficiary Association (VEBA) account for eligible employees from \$100 to \$250 per month, beginning the month following Council adoption of the agreement; and provide a one-time lump sum payment of \$1,500 to the individual VEBA account for each LEOFF II employee in the unit as of January 1 2018
3. An increase of \$500 per year for a total of \$4,250 for an annual merit allowance paid to eligible employees
4. Addition of language explaining that bargaining unit members are covered by the health benefit plans negotiated between the City and the Joint Labor Committee
5. New language providing paid overtime to bargaining unit members for emergency event call-outs as defined in the contract

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit 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.