



RESOLUTION NO. 37671

1 A RESOLUTION authorizing the execution of the proposed Collective
2 Bargaining Agreement between the City and the Tacoma Police Union,
3 Local 6, I.U.P.A., effective January 1, 2009, through December 31,
4 2011.

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

8 WHEREAS, pursuant to said policy, the Tacoma Police Union,
9 Local 6, I.U.P.A., and representatives of the administration of the City have
10 engaged in collective bargaining sessions, which resulted in an agreement
11 relating to conditions of employment beginning January 2009 through
12 December 2011, and

13 WHEREAS the proposed Collective Bargaining Agreement
14 ("Agreement") covers 374 budgeted, full-time commissioned positions and
15 includes: (1) effective January 1, 2009, a wage increase of 6.2 percent;
16 (2) effective January 1, 2010, a wage increase of 5.0 percent; (3) effective
17 January 1, 2011, a wage increase of 5.0 percent; and (4) includes changes to
18 Articles addressing medical coverage dependent age requirements, hours of
19 work, call outs and court appearances, work assignments, and special
20 provisions (title changes and application of rates, including CALEA
21 recognition), and
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24 WHEREAS it now appears in the best interest of the City that the
25 proposed agreement between said union and the City be approved; Now,
26 Therefore,



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

That the proper officers of the City are hereby authorized to execute, for and on behalf of the City, an agreement between the City and the Tacoma Police Union, Local 6, I.U.P.A., said agreement to be substantially in the form of the proposed Collective Bargaining Agreement on file in the office of the City Clerk, and by its terms to remain in full force and effect upon adoption by the City Council effective January 1, 2009, through December 31, 2011.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Cheryl Corner

Assistant City Attorney



REQUEST FOR
[] ORDINANCE [X] RESOLUTION

RECEIVED Request #: 12081
Ord./Res. #: 37671
2008 NOV 19 PM 4: 06

1. DATE: November 19, 2008

2. SPONSORED BY: COUNCIL MEMBER(S) N/A (If no sponsor, enter "N/A") CITY CLERK'S OFFICE

Table with 3 columns: 3a. REQUESTING (Human Resources Department), 3b. DO PASS FROM [Committee Name] (Yes/No/Did not go before a Committee), 4a. CONTACT (Karen Short), 4b. Person Presenting (Joy M. St. Germain), 4c. ATTORNEY (Cheryl Comer), and signatures of Department Director, Budget Officer, and City Manager.

5. REQUESTED EFFECTIVE DATE: December 9, 2008
(If a specific council meeting date is required, explain why; i.e., grant application deadline, contract expiration date, required contract execution date, public notice or hearing required, etc.)

6. SUMMARY AGENDA TITLE: (A concise sentence, as it will appear on the Council agenda.)
Authorizing execution of a proposed collective bargaining agreement between City of Tacoma and Tacoma Police Union, Local 6, I.U.P.A., effective January 1, 2009 through December 31, 2011.

7. BACKGROUND INFORMATION/GENERAL DISCUSSION: (Why is this request necessary? Are there legal requirements? What are the viable alternatives? Who has been involved in the process?)
This resolution allows execution of a proposed collective bargaining agreement between City of Tacoma and Tacoma Police Union, Local 6, effective January 1, 2009 through December 31, 2011, on behalf of employees represented by said union. The agreement covers approximately 374 budgeted, full-time commissioned positions. Highlights of changes to contract provisions are attached.

8. LIST ALL MATERIAL AVAILABLE AS BACKUP INFORMATION FOR THE REQUEST AND INDICATE WHERE FILED:
Source Documents/Backup Material Location of Document
Collective Bargaining Agreement City Clerk's Office

9. FINANCIAL IMPACT: Expenditures are the responsibility of each department for their respective employees.
A. [] NO IMPACT (NO FISCAL NOTE)
B. [X] YES, OVER \$100,000, Fiscal Note Attached from Budget & Research
C. [] YES, UNDER \$100,000, (NO FISCAL NOTE) Provide funding source information below:

FUNDING SOURCE: (Enter amount of funding from each source)
Fund Number & Name: State \$ City \$ Other \$ Total Amount

If an expenditure, is it budgeted? [] Yes [] No Where? Cost Center: Acct #:



To: Eric Anderson, City Manager
From: Amy Palmer, Assistant Finance Director/Budget Officer *AP*
Budget & Research Division
Date: November 26, 2008
Subject: *Fiscal Impact of the Police Local 6 Contract*

On December 9, 2008, the City Council will consider an ordinance that approves the Police Department's Local 6 Union contract for the years 2009 through 2011.

The following summary of the changes required by the new Police Local 6 Contract are detailed in the table on page 2.

Summary of Changes:

1. Salary increases over 2008:
 - a) 2009 – 6.2% wage increase for all members of Local 6, \$3.17 million
 - b) 2010 – 5.0% wage increase for all members of Local 6, \$1.92 million
 - c) 2011 – 5.0% wage increase for all members of Local 6, \$2.04 million (not part of the 2009-2010 Preliminary Budget)
 - The three year fiscal impact of this contract will be approximately \$7.13 million for salary and benefits.

Other Items:

2. CALEA Recognition: additional 1% for 2009 with a fiscal impact of \$346,000 and an additional 1% for 2010 with a fiscal impact of \$367,000. The total impact of the CALEA recognition is \$713,000.
3. Creation of new classifications/application of rate
 - a) Police Training Coordinator
 - No fiscal impact, the expense of this position will be reimbursed by the Criminal Justice Education Center.
 - b) Specialist Sergeant
 - An additional impact in 2010 of \$5,000 for one position.
 - c) Primary Care Responder (PCR)
 - An additional impact in the years 2009 and 2010 totaling \$354,000 for approximately 200 positions.
 - d) Bilingual Pay
 - An additional impact in 2009 of \$37,000 for approximately 20 positions.
 - e) Education or Military experience
 - An additional impact in 2011 of \$777,000 dollars for approximately 374 positions.

4. Creation of new Team

a) Search & Rescue

- For the years 2009 through 2011 the total additional impact will be approximately \$100,000 for 21 positions, 20 patrol officers and one sergeant.

Impact over previous year to the General Fund	Approx. FTEs	2009	2010	2011**	Total
Salary, CPI, 6.2% 2009, 5% 2010, 5% 2011	374	\$3,172,932	\$1,914,821	\$2,044,814	\$7,132,567
CALEA, 1% 2009, 1% 2010	374	\$346,214	\$366,626	\$-0-	\$712,840
PCR, 1% 2010, 1% 2011	200	\$-0-	\$172,816	\$180,762	\$353,578
Bilingual, 2% 2009	20	\$37,233	\$-0-	\$-0-	\$37,233
Education/Military, 2% 2011	374	\$-0-	\$-0-	\$777,274	\$777,274
Specialist Sergeant, 5% 2010	1	\$-0-	\$5,226	\$-0-	\$5,226
Search & Rescue, 5% 2009, 2010 and 2011—20 PPOs and 1 Sergeant	21	\$32,703	\$25,895	\$41,618	\$100,216
Totals		\$3,589,082	\$2,485,384	\$3,044,468	\$9,118,934

Note: The 2009 salary increase impact is the difference between 2008's 3.3% total salary increase and the 6.2% salary increase for 2009. The 2010 salary increase impact is the 5% on top of the 2009 salary.

***2011 is the anticipated increase of 5% over 2010 salaries and benefits with 2010 1% CALEA.*

Tacoma Police Union, I.U.P.A., Local 6
2009 – 2011 proposed collective bargaining agreement
Highlights of contract provision changes:

Term of Agreement:

- January 1, 2009 to December 31, 2011

2009:

- Wage increase of 6.2%
- CALEA Recognition – Adds a 1 percent application of rate to all bargaining unit employees for working toward accreditation.
- Search & Rescue Team - Adds a 5 percent application of rate for employees assigned
- Police Training Officer – changes the designation of Field Training Officer to Police Training Officer and modifies the application of rate to 5 percent for all hours worked.
- Clothing Allowance – Annual allowance will be prorated based on the amount of time employed in the calendar year

2010:

- Wage increase of 100% of CPI-W, June index with a maximum of 5 percent; unless a 5 percent increase is insufficient to maintain the current 1st place ranking in the market, or is not a minimum of 105% above the net hourly average of the market.
- CALEA Recognition –The application of rate increases to 2 percent in 2010 with the successful attainment of CALEA accreditation.
- Bilingual Pay – A program will be developed to provide an application of rate of 2 percent for all qualifying employees
- PCR Incentive Pay – With the implementation of a new 12-hour shift schedule, an application of rate of 1 percent for all officers and supervisors so assigned.

2011:

- Wage increase of 100% of CPI-W, June index with a maximum of 5 percent; unless a 5 percent increase is insufficient to maintain the current 1st place ranking in the market, or is not a minimum of 105% above the net hourly average of the market.
- PCR Incentive Pay – The application of rate increases to 2 percent in 2011 for all officers and supervisors so assigned as long as the 12 hour shift schedule remains in effect.
- Education & Military Incentive – 2 percent for all eligible employees that meet the criteria outlined in the collective bargaining agreement