



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst  
Dylan Carlson, Senior Labor Relations Manager  
Kari L Louie, Interim Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution - Authorize execution of a Letter of Agreement with the Tacoma Joint Labor Committee – July 28, 2021  
**DATE:** July 1, 2021

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**SUMMARY:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee, effective January 1, 2022 through December 31, 2022.

**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 employee health and welfare benefits as negotiated in good faith with the Tacoma Joint Labor Committee.

**BACKGROUND:**

The resolution will authorize the execution of a one-year Letter of Agreement with the Tacoma Joint Labor Committee, effective January 1, 2022 through December 31, 2022. The agreement is scheduled for consideration by the Public Utility Board as a resolution on July 14, 2021.

The proposed Letter of Agreement extends all terms and conditions of the Collective Bargaining Agreement with the Tacoma Joint Labor Committee regarding employee benefits for one year.

The Unions which comprise the Tacoma Joint Labor Committee are: Professional & Technical Employees, Local 17; Tacoma Firefighters, Local 31; Teamsters Local Union No 117; Washington State Council of County and City Employees, Local 120; International Association of Machinists & Aerospace Workers, Local 160; Teamsters Local 313; and International Brotherhood of Electrical Workers, Local 483.

**ISSUE:**

Authorize execution of the Letter of Agreement to provide continuation of benefits for employees represented by the unions that comprise the Tacoma Joint Labor Committee. An agreement is needed in order to proceed with employee open enrollment processes this Fall.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Department Directors will be responsible for adhering to their overall levels of appropriation.