



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Senior Labor Relations Manager  
 Karen Short, Senior Human Resources Analyst, Human Resources  
 Shelby Fritz, Human Resources Director  
 Kari Louie, Assistant Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Joint Labor Committee – October 25, 2022  
**DATE:** October 7, 2022

**SUMMARY AND PURPOSE:**

A resolution authorizing execution of a Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee, effective January 1, 2023, through December 31, 2024.

**BACKGROUND:**

The resolution will authorize execution of a Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee effective January 1, 2023, through December 31, 2024. The agreement is scheduled for consideration by the Public Utility Board as a resolution on October 12, 2022.

The Collective Bargaining Agreement provides for the continuation of employee health and welfare benefits for the term of the two-year agreement.

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.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Tacoma Joint Labor Committee, 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 authorize execution of the Collective Bargaining Agreement with the Tacoma Joint Labor Committee. An agreement is needed to proceed with employee open enrollment activities, and plan design changes.

**FISCAL IMPACT:**

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

**What Funding is being used to support the expense?**

Participating departments will be responsible for continuing costs.

**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