



RESOLUTION NO. 41401

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the
3 Professional and Technical Employees, Local 17 (PROTEC17), regarding
4 shift incentive pay.

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

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8 WHEREAS Resolution No. 41250, adopted July 25, 2023, authorized the
9 execution of the four-year Collective Bargaining Agreement (“CBA”) between the
10 City of Tacoma and the Professional and Technical Employees Local 17
11 (PROTEC17) (“Union”), on behalf of the employees represented by said Union, and

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13 WHEREAS the current CBA contains language regarding shift incentive pay
14 for employees working swing or graveyard shifts, but the language only applies to
15 employees in the Public Works and Environmental Services departments, and

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17 WHEREAS the City and Union have negotiated a Letter of Agreement
18 (“LOA”) to the CBA which provides for the following: 1) a revision to the current shift
19 incentive pay language of the CBA so that it also applies to the Tacoma Public
20 Utilities, Power Division; and 2) a provision of shift incentive pay to two employees
21 in the Power Division who have worked swing shift since May 1, 2023, with the
22 estimated 2023 retroactive payment for the agreement being approximately \$350,
23 and

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25 WHEREAS it appears in the best interest of the City that the LOA negotiated
26 by said Union and the City be approved; Now, Therefore,



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

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That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and the Professional and Technical Employees Local 17 (PROTEC17), said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney