



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize the execution of a series of Letters of Agreement with the Tacoma Joint Labor Committee, Professional Public Safety Managers Association, and Tacoma Police Management Association, Local 26 – July 28, 2020
DATE: July 13, 2020

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a series of Letters of Agreement as negotiated with the Tacoma Joint Labor Committee, Professional Public Safety Managers Association, and Tacoma Police Management Association, Local 26.

BACKGROUND:

The resolution will authorize the execution of a series of Letters of Agreement negotiated with the Tacoma Joint Labor Committee, Professional Public Safety Managers Association, and Tacoma Police Management Association, Local 26. The intent is to establish parameters for the implementation of the “Rebound” pilot program (formerly known as “Tactical Athlete”) for a period of twelve (12) months.

Rebound is a service that assists employees in getting diagnosis and treatment for musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker’s compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.

The City of Tacoma intends to provide a one year pilot of the Rebound service beginning in 2020 and is expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within the Tacoma Fire Department (“TFD”), Tacoma Police Department (“TPD”), and Tacoma Power based on identified risk of occupational injury. At the conclusion of the pilot, participating departments will individually assess the efficacy of the program for their department or divisions and determine whether to extend the program.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

These pilot program has been discussed with members of the Tacoma Joint Labor Committee, and affected public safety bargaining units.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

This legislation is expected to result in savings which will allow for reinvestment of funds in more urgent and/or equitable ways.

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



Economy/Workforce: *Equity Index Score:* Moderate Opportunity
Increase positive public perception related to the Tacoma economy.

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 Letters of Agreement	N/A	Loss of potential cost savings

EVALUATION AND FOLLOW UP:

Participating departments will monitor and evaluate the pilot program for possible extension or termination at the end of the pilot.

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letters of Agreement with the Tacoma Joint Labor Committee, Professional Public Safety Managers Association, and Tacoma Police Management Association, Local 26.

FISCAL IMPACT:

The cost of the entire Rebound program for all eligible employees within this and other unions will not exceed \$168,000. However, this pilot program is expected to save money in the form of lower overall workers compensation claim costs and less overtime from filling shifts of injured workers. At the conclusion of the pilot, the program will be evaluated for possible extension.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
1. 5570 - WorksCompensationFd	822600	5330100	\$168,000
TOTAL			\$168,000

What Funding is being used to support the expense?

The Workers' Compensation fund has adequate cash to cover the expense of the pilot program. After the pilot, participating departments will be responsible for continuing costs.



Are the expenditures and revenues planned and budgeted in this biennium's current budget?

NO, PLEASE EXPLAIN BELOW

This is an unbudgeted expense. The Workers' Compensation Fund has adequate savings in 2019-2020 biennium to date to fund the pilot program without going over budget.

Are there financial costs or other impacts of not implementing the legislation?

YES

This program has potential to create cost savings from reduced OJI expenses and overtime costs paid replacing injured workers. The pilot will help determine the efficacy of the program in both creating savings and better serving injured workers.

Will the legislation have an ongoing/recurring fiscal impact?

NO

At the conclusion of the pilot, the program will be evaluated for possible extension.

Will the legislation change the City's FTE/personnel counts?

NO

ATTACHMENTS:

Letters of Agreement