



## RESOLUTION NO. 40634

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 series of Letters of Agreement negotiated between the City of Tacoma and  
3 the Tacoma Joint Labor Committee, Professional Public Safety Managers  
4 Association, and the Tacoma Police Management Association, Local 26.

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

7 WHEREAS the City has existing Collective Bargaining Agreements (“CBAs”)  
8 with the Tacoma Joint Labor Committee, the Professional Public Safety Managers  
9 Association, and the Tacoma Police Management Association, Local 26 (“said  
10 Unions”), and

11 WHEREAS the City and said Unions have negotiated a series of Letters of  
12 Agreement (“LOAs”) to the CBAs which provide for the implementation of the  
13 “Rebound” pilot program (formerly known as “Tactical Athlete”) for a period of  
14 twelve months, and

15 WHEREAS Rebound is a service that assists employees in getting more  
16 expeditious medical care for occupational musculoskeletal injuries, with the goal of  
17 faster recovery and reduced lost work time, and

18 WHEREAS the City intends to provide a one-year pilot program of the  
19 Rebound service beginning in 2020, for certain positions identified by City  
20 management within the Tacoma Fire Department, the Tacoma Police Department,  
21 and Tacoma Power, based on identified risk of occupational injury, with

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management assessing the efficacy of the program upon conclusion of the pilot  
1 period and determining whether to extend the program, and

2 WHEREAS this Resolution was considered and approved by the Public  
3 Utility Board at its meeting of July 22, 2020, and

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5 WHEREAS it appears in the best interest of the City that the LOAs  
6 negotiated by said Unions and the City be approved; Now, Therefore,

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

8 That the proper officers of the City are hereby authorized to execute the  
9 Letters of Agreement negotiated between the City of Tacoma and the Tacoma Joint  
10 Labor Committee, the Professional Public Safety Managers Association, and the  
11 Tacoma Police Management Association, Local 26, said documents to be  
12 substantially in the form of the documents on file in the office of the City Clerk.  
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14 Adopted \_\_\_\_\_  
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17 \_\_\_\_\_  
18 Mayor

19 Attest:

20 \_\_\_\_\_  
21 City Clerk

22 Approved as to form:

23 \_\_\_\_\_  
24 Deputy City Attorney

25 Requested by Public Utility Board  
26 Resolution No. U-11178