



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
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COPY: City Council and City Clerk

SUBJECT: Resolution - Authorize execution of a collective bargaining agreement with the Tacoma Joint Labor Committee – October 16, 2018

DATE: October 1, 2018

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee effective January 1, 2019 through December 31, 2019.

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:

This resolution will authorize the execution of a one-year agreement with the Tacoma Joint Labor Committee, effective January 1, 2019 through December 31, 2019.

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.

The proposed collective bargaining agreement provides for the continuation of employee benefits for the term of the agreement. The City will continue to pay the full premium cost for dental and vision insurance for eligible full-time employees, and employee premium contributions toward medical insurance coverage remain unchanged.

ISSUE:

Authorize execution of the agreement to provide benefits for employees represented by the unions that comprise the Tacoma Joint Labor Committee. An agreement is needed to proceed with employee open enrollment processes, and plan design changes.

RECOMMENDATION:

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

FISCAL IMPACT:

The cost of these benefits are included into the Proposed 2019-2020 Biennial Budget. To maintain the level of benefits proposed in the Agreement, staff has budgeted \$72,859,624 in expenses for the Health Care Trust Fund in 2019. The Health Care Trust Fund budget includes medical, vision, Employee Assistance Program (EAP), flexible spending, and wellness initiative funding. Additionally, the City is planning to spend \$5,349,160 in dental benefits through two dental providers.