



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
Dylan Carlson, Labor Relations Division Manager
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Letter of Agreement with the Professional & Technical Employees, Local 17, (PROTEC17) - April 9, 2024
DATE: March 18, 2024

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Professional & Technical Employees, Local 17 (PROTEC17) regarding shift incentive pay.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement as negotiated with the Professional & Technical Employees, Local 17 (PROTEC17).

The Letter of Agreement results from Tacoma Public Utilities (“TPU”) Power Division’s business need to schedule certain employees in the PROTEC17 Union to either a swing shift or graveyard shift. The Union is interested in employees who work these shifts receiving shift incentive pay. The current 2023-2026 Collective Bargaining Agreement (“CBA”) contains language regarding shift incentive pay for employees working swing or graveyard shifts, but the language only applies to employees in the the Public Works and Environmental Services Departments.

The Parties have agreed to revise the current shift incentive pay language of the CBA so that it also applies to the Tacoma Public Utilities, Power Division; and to provide the shift incentive pay to two employees in the TPU Power Division who have worked swing shift since May 1, 2023. The estimated 2023 retroactive payment for the agreement is approximately \$350.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

Within this section, please state who will potentially be affected by this proposal and give a brief overview of the engagement and research you did with the community/customers to shape your recommendation. Also, emphasize how your legislation has included underrepresented communities’ input.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

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)
1. Do not approve the Letter of Agreement	N/A	N/A

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

Clearly state your recommendation and explain how your recommendation addresses the issue. Include next steps if appropriate. If you have a recommended effective date, enter here.

FISCAL IMPACT:

Department Directors will be responsible for adhering to their overall levels of appropriation. The cost estimate for retroactive pay for two (2) employees impacted at Tacoma Public Utilities, is \$350.

What Funding is being used to support the expense?

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

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

Yes

Will the legislation have an ongoing/recurring fiscal impact?

YES

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

No

ATTACHMENTS:

Letter of Agreement