



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
Shelby Fritz, Director, Human Resources  
Kari Louie, Assistant Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the Tacoma Joint Labor Committee – March 26, 2024  
**DATE:** March 1, 2024

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**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee, regarding Standby Rates.

**BACKGROUND:**

The resolution will authorize the execution of a Letter of Agreement (LOA) as negotiated with the Tacoma Joint Labor Committee. The LOA will be scheduled for consideration by the City Council as a resolution on March 26, 2024.

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.

Through applicable Collective Bargaining Agreements with individual Joint Labor member unions, the City has long provided employees assigned to “Standby” responsibility with additional compensation in recognition of the inconvenience of this responsibility. The City and the Tacoma Joint Labor Committee have met and expressed a shared desire to:

- Ensure consistency and standardization of Standby rates of pay across all Joint Labor member unions.
- Delegate specific work rules (such as the assignment procedures, frequency, duration, and obligation of standby assignments) to individual collective bargaining agreements.
- Increase Standby rates of pay to meet the business needs of City Departments and compensate employees for the responsibility/inconvenience of serving on standby.
- Provide those bargaining units with closed collective bargaining agreements the opportunity to access this standardized Standby rate of pay prior to the re-opening of their CBAs.

The Letter of Agreement provides for the addition to the 2023-2024 Tacoma Joint Labor Agreement of a new section titled Standby Rates. Bargaining units who, through their individual collective bargaining agreement, have elected the standby rate provided for by this Section shall receive three dollars (\$3.00) for each hour so assigned.



Effective and retroactive to January 1, 2024, the Standby rate shall increase to three dollars and seventy-five cents (\$3.75) for each hour so assigned.

Effective January 1, 2025, the Standby rate shall increase to four dollars and fifty cents (\$4.50) for each hour so assigned. The parties agree not to re-open or make proposals regarding the 2025 Standby rate of pay during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement. The parties further acknowledge that changes to the 2026 Standby rate of pay are a mandatory subject of bargaining during successor negotiations to the 2023-2024 Tacoma Joint Labor Agreement.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreement has been reached with the Tacoma Joint Labor Committee and has been bargained in good faith.

**2025 STRATEGIC PRIORITIES:**

**Economy/Workforce:** Moderate Opportunity

**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 Letter of Agreement	N/A	unknown

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to execute the Letter of Agreement with the Tacoma Joint Labor Committee.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.



City of Tacoma

City Council Action Memorandum

**What Funding is being used to support the expense?**

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

Yes

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

No

**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

Fiscal Impact Memorandum(s)