



TO: Elizabeth A. Pauli, City Manager
FROM: Lewis T. Griffith, P.E., Division Manager, Environmental Services Solid Waste Management
Geoffrey M. Smyth, P.E., Interim Director, Environmental Services ^{Initial} GMS
COPY: City Council and City Clerk
SUBJECT: Resolution – Interlocal Agreement with the University of Washington-Tacoma – December 10, 2024
DATE: November 1, 2024

SUMMARY AND PURPOSE:

A resolution authorizing the execution of an interlocal agreement with the University of Washington-Tacoma (UWT), for \$637,078.00, budgeted from various departmental funds, to design, implement and manage an engineering pathways program in support of engineer careers for a five-year term.

BACKGROUND:

This Department’s Recommendation is Based On: the recommendations of former Mayor Marilyn Strickland (currently Congresswoman Strickland) and former Environmental Services Director Michael P. Slevin III, to develop a partnership with UWT to build an engineering pathway. The pathway’s concept and design will help the organization open access and diversify the candidate pools for Tacoma jobs while supporting a pipeline of local talent into engineering careers in the community and Pierce County broadly.

This is in direct alignment with the Resolution No. 40622, supporting the Equity and Empowerment Initiative Framework of the City and the utility departments’ strategic objectives and guiding principles to become an anti-racist organization and to reflect the communities we serve through innovative workforce solutions and partnerships.

The overall objective of this agreement is to engage in targeted community-based outreach and relationship building for the recruitment of students into the program who live or attend school in the Tacoma-Pierce County area. The program will provide a comprehensive pathway for such underrepresented students interested in a career in engineering, to earn additional financial assistance in the form of stipends, and to gain scaffolded work experiences while earning their college degrees. An additional and important objective is to have students return to the City of Tacoma as highly effective engineers further reflecting the diversity of the Tacoma community.

In addition to this agreement with UWT, there is a companion contract with Degrees of Change that each department is participating in at various funding levels within their respective contracting authorities that do not require further TPU Board, Contracts and Awards, or City Council procurement approvals, and where the collaborating departments agree that Environmental Services will act as lead department signatory.

This agreement represents a cross-collaboration effort between Environmental Services, Public Works, Planning and Development Services, and Tacoma Public Utilities. This agreement will go before the Utility Board for approval on November 13, 2024 via Resolution No. U-11492.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

This agreement facilitates a planned pathway outlining consecutive opportunities for students to gain access and exposure to public service engineering jobs while becoming educated about the core services provided to our Tacoma community. This agreement is about local talent finding local jobs. It supports and strengthens partnerships with local university, community colleges, and non-profit organizations with similar mission. The agreement



supports our local educator partners in building strong career development skills in students and fosters the exchange of information between education and industry.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

The Environmental Services Department, in collaboration with Public Works, Planning and Development Services, and Tacoma Public Utilities, seeks City Council approval to establish an Academic Fellowship Program with UWT to forge a new engineer pathway in support of local, diverse, and often first-generation college students obtaining engineering degrees. This legislation will benefit the City of Tacoma as a whole, along with the broader community by supporting the development and readiness of engineer students for future engineer careers.

Economy/Workforce: *Equity Index Score: Low Opportunity*

- Increase the availability of industry-specific education programs to support identified growth sectors.
- Increase positive public perception related to the Tacoma economy.

Education: *Equity Index Score: Moderate Opportunity*

- Increase the number of college students that find employment and remain in Tacoma after post-secondary completion.
- Increase the number of adults with post-secondary degrees or certifications.

Livability: *Equity Index Score: Low Opportunity*

- Improve access and proximity by residents to diverse income levels and race/ethnicity to community facilities, services, infrastructure, and employment

Explain how your legislation will affect the selected indicator(s).

Establishing the Academic Fellowship at UWT will result in positive influence to the local STEM-educated talent base in our community, and will move the needle toward achieving our goal to reflect the community we serve. The program supports first generation, local students who have come from economically marginalized areas; and directly supports student retention via the continuity of relationships between industry, students, and building community. We aim to keep the talent and future leaders local.

ALTERNATIVES:

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Not approve the agreement with UWT	Other local employers may step forward to support this pathway saving the City some expense	Missed opportunity to forge a new STEM pathway and increase exposure and access to engineering careers and services at the City

EVALUATION AND FOLLOW UP:

An expectation for quarterly and annual reporting of UWT on the participation of students, program effectiveness including successes, anecdotes and testimonials, satisfaction and other potential indices or performance measures as outlined in the agreement that will support improvement efforts and provide review and monitoring of program completion rates and available aggregated demographic data.



STAFF/SPONSOR RECOMMENDATION:

Environmental Services, in collaboration with the other partnered City departments, recommend authorizing the execution of the interlocal agreement with UWT to build an Academic Fellowship program that supports the forging of a new engineering pathway to City employment opening access and providing exposure, education and development opportunities to local, diverse, and often first-generation college students.

FISCAL IMPACT:

The contract will be funded by seven (7) utility/departmental funds in equal amounts, namely, Environmental Services (Wastewater, Stormwater, and Solid Waste utilities), Public Works, Planning and Development Services, and Tacoma Public Utilities (Tacoma Water and Tacoma Power).

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
ES Solid Waste Fund 4200	514025	5412010	\$91,011.14
ES Wastewater Fund 4300	523925	5412010	\$91,011.14
ES Stormwater Fund 4301	521925	5412010	\$91,011.14
Tacoma Public Utilities Fund	575100	5412010	\$182,022.30
Public Works Street Fund 1065	662320 / 662311	5412010	\$91,011.14
Planning and Development Services Fund 4110	542000	5412010	\$91,011.14
TOTAL			\$637,078.00

What Funding is being used to support the expense?

The expenses associated with this program are supported by rates collected in the respective utility funds.

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

Not at this time.

ATTACHMENTS:

- Draft Interlocal Agreement with University of Washington–Tacoma