Letter of Agreement
by and between
City of Tacoma
and
Tacoma Joint Labor Committee

Subject: Agreement to Maintain Tacoma Joint Labor Agreement Through 2025

Effective Date: January 1, 2025

This Letter of Agreement ("LOA") is entered into between the City of Tacoma and the Tacoma Joint Labor Committee ("Union") (collectively "the Parties").

The Parties hereby enter into a Letter of Agreement to maintain all terms and conditions of the current Tacoma Joint Labor Agreement currently in effect for one year through December 31, 2025 with the exception of the following changes to be effective January 1, 2025:

1. The Parties agree to implement carrier-directed plan design changes to the Kaiser Permanente HMO health plan in response to carrier requirements and state mandates.
2. The Parties agree to adjust the deductible and employer Health Savings Account (HSA) contributions to the Regence High Deductible Health Plan as follows:
    - 2025 HDHP deductible will change to $2,000 individual / $4,000 family.
    - 2025 Health Savings Account contribution with Wellness Credit: $1,650/$3,300.
    - 2025 Health Savings Account contribution without Wellness Credit: $825/$1,650.

This LOA shall incorporate all Memorandums of Understanding, Letters of Agreement, or similar supplemental agreements to the Tacoma Joint Labor Agreement which remain in effect, but shall not serve to alter or extend the timelines or expiration dates of those supplemental agreements.

The Parties commit to continue bargaining a successor Tacoma Joint Labor Agreement CBA to be effective January 1, 2026.

Except as expressly incorporated herein, this LOA shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City.

EXECUTED THIS _____ DAY OF _____, 2024

CITY OF TACOMA

_____
City Manager

_____
Director of Public Utilities

_____
Human Resources Director

_____
Finance Director

JOINT LABOR COMMITTEE

_____
County & City Employees Local 120

_____
District Lodge 160 IAM & AW

_____
Firefighters Union Local 31

_____
International Brotherhood of
Electrical Workers Local 483

_____
PROTEC Local 17

_____
Teamsters Local 313

_____
Teamsters Local Union 117

APPROVED AS TO FORM:

_____
City Attorney

Attest:

_____
City Clerk