City of Tacoma **City Council Action Memorandum**

TO: **Elizabeth Pauli, City Manager**
FROM: **Dylan Carlson, Labor Relations Division Manager**
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
COPY: **City Council and City Clerk**
SUBJECT: **Resolution – Authorize execution of a Letter of Agreement with the Tacoma Joint Labor Committee – November 5, 2024**
DATE: **October 24, 2024**

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee, for the continuation of employee health and welfare benefits for 2025.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) as negotiated with the Tacoma Joint Labor Committee. The Letter of Agreement provides for the continuation of employee health and welfare benefits for the calendar year 2025.

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.

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: *Equity Index Score*: 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)
1.Do not approve execution of the Letter of Agreement	Continuation of employee health & welfare benefits in 2025	unknown

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:

Fiscal impact information is provided by the Budget Office. The incremental increases for plan changes are budgeted in the Proposed 2025-2026 Budget. Departments will be responsible for adhering to their overall level of appropriation.

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