



TO: Hyun Kim, Interim City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Interim Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma Joint Labor Committee – October 21, 2025
DATE: October 6, 2025

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma Joint Labor Committee, for the continuation of employee health and welfare benefits effective January 1, 2026, through December 31, 2027.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement (CBA) as negotiated with the Tacoma Joint Labor Committee effective January 1, 2026, through December 31, 2027. Authorization to execute the CBA is needed to proceed with employee open enrollment processes, and plan design changes.

The proposed agreement provides for the continuation of employee health and welfare benefits for the years 2026 and 2027. The City will continue to pay the full premium cost for dental and vision insurance for eligible full-time employees, and employee premium contributions toward medical insurance coverage remains unchanged. Plan design changes include the incorporation of various state and federal mandates as well as enhanced care management services under the Regence BlueShield health plans. The agreement provides effective January 1, 2026, for an increase in the amount paid for meal allowances from \$18 to \$23 per meal; an increase in the rate paid for standby assignments from \$4.50 to \$5.00 per hour; and also provides that employees will be eligible to utilize up to 5 days of accrued, paid leave for bereavement upon the death of a family member. The list of qualifying family members is also modernized to align with the City's existing sick leave and FMLA policies. No additional paid leave will be provided to employees because of this change.

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 Collective Bargaining Agreement	Continuation of employee health & welfare benefits for 2026-2027	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. 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:

Collective Bargaining Agreement

Fiscal Impact Memorandum