



RESOLUTION NO. U-11178

1 A RESOLUTION relating to employment, authorizing a letter of agreement
2 between the City and the Tacoma Joint Labor Committee.

3 WHEREAS the City of Tacoma, Department of Utilities, and the Tacoma
4 Joint Labor Committee, have proposed a Letter of Agreement ("LOA") in order
5 to establish parameters for the implementation of the "Rebound" pilot program
6 (formerly known as "Tactical Athlete") for a period of twelve (12) months, and

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8 WHEREAS Rebound is a service that assists employees in getting
9 diagnosis and treatment for musculoskeletal injuries in a more expedient and
10 efficient manner, by working with private insurers and worker's compensation,
11 and

12 WHEREAS Rebound has a significant potential to provide employees
13 with a better and faster recovery and save the City of Tacoma significant lost
14 time, and

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16 WHEREAS the City of Tacoma intends to provide a one-year pilot of the
17 Rebound service beginning in 2020, and is expected to continue for twelve (12)
18 months, and

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20 WHEREAS the pilot program will be available to certain positions
21 identified by City management within the Tacoma Fire Department ("TFD"),
22 Tacoma Police Department ("TPD"), and Tacoma Power, based on identified
23 risk of occupational injury, and

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WHEREAS at the conclusion of the pilot, participating departments will individually assess the efficacy of the program for their department or divisions and determine whether to extend the program, and

WHEREAS it is in the best interests of the City that the proposed Letter of Agreement negotiated by the Tacoma Joint Labor Committee and the City be approved; Now, therefore,

BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

That the Letter of Agreement between the City and the Tacoma Joint Labor Committee is approved, all actions taken in the approval and execution of the Letter of Agreement are ratified, and the City Council is requested to concur in the approval and authorize the proper officers of the City to execute the Letter of Agreement substantially in the form on file by the Clerk of the Board and as approved by the City Attorney.

Approved as to form:

_____ Chair

 /s/
Chief Deputy City Attorney

_____ Secretary

_____ Clerk

Adopted _____



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities
COPY: Charleen Jacobs, Director and Board Offices
FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Bill Fosbre, City Attorney
MEETING DATE: July 22, 2020
DATE: July 10, 2020

SUMMARY:

A resolution authorizing the adoption of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement negotiated with the Tacoma Joint Labor Committee. The intent is to establish parameters for the implementation of the "Rebound" pilot program (formerly known as "Tactical Athlete") for a period of twelve (12) months.

Rebound is a service that assists employees in getting diagnosis and treatment for musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker's compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.

The City of Tacoma intends to provide a one year pilot of the Rebound service beginning in 2020 and is expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within the Tacoma Fire Department ("TFD"), Tacoma Police Department ("TPD"), and Tacoma Power based on identified risk of occupational injury. At the conclusion of the pilot, participating departments will individually assess the efficacy of the program for their department or divisions and determine whether to extend the program.

The Letter of Agreement will be scheduled for consideration by the City Council as a resolution on July 28, 2020.

ATTACHMENTS: List any attachments (contracts, policies, agreements, etc.).
Letter of Agreement

CONTACT:

Karen Short, Senior Human Resources Analyst, (253) 591-5424
Presenter: Dylan Carlson, Senior Labor Relations Manager, (253) 591-5609

**Letter of Agreement
Between
City of Tacoma And
Tacoma Joint Labor Committee**

**Subject: Rebound Healthcare Assistance Program
Effective Date: _____**

This Letter of Agreement (“LOA”) is between the City of Tacoma (“City”), the Tacoma Joint Labor Committee (“Joint Labor”), (collectively, the “Parties”). The intent is to establish parameters for the implementation of the “Rebound” pilot program (formerly known as “Tactical Athlete”).

1. Rebound is a service that assists employees in getting diagnosis and treatment for their musculoskeletal injuries in a more expedient and efficient manner by working with private insurers and worker’s compensation. Rebound has a significant potential to provide employees with a better and faster recovery and save the City of Tacoma significant lost time.
2. The City of Tacoma intends to provide a one year pilot program of the Rebound service beginning in 2020 and expected to continue for twelve (12) months. The pilot program will be available to certain positions identified by City management within Tacoma Fire Department (“TFD”), Tacoma Police Department (“TPD”), and Tacoma Power based on identified risk of occupational injury. A list of covered positions will be provided to impacted unions.
3. During the pilot program TFD, TPD, and Tacoma Power may independently elect to withdraw from the pilot program with thirty (30) days’ notice to the impacted unions. At the conclusion of the pilot program, TFD, TPD, and Tacoma Power will individually assess the efficacy of the program for their department or divisions and determine whether to:
 - a. extend the program for an additional pilot period;
 - b. cease to participate in the program; or
 - c. make the program a permanent offering in the respective department or division.
4. The City or Tactical Athlete may terminate the service with thirty (30) days’ notice by either party. Should either the City or Tactical Athlete terminate the program, there shall be no obligation for the City to continue the program or find any alternative.

The City of Tacoma shall assume the entire cost of the pilot program. Should the pilot program be extended or become a permanent offering, the Parties shall meet to negotiate the employee cost share, if any. Nothing in this letter is intended to be used as a precedent for future contract negotiations or other similar matters.

EXECUTED THIS _____ DAY OF _____, 20_____

CITY OF TACOMA

JOINT LABOR COMMITTEE

City Manager

County & City Employees Local 120

Public Utilities Director

District Lodge 160 IAM & AW

Human Resources Director

Firefighters Union Local 31

International Brotherhood of
Electrical Workers Local 483

Professional & Technical Employees
Local 17

Teamsters Local 313

Teamsters Local Union 117

APPROVED AS TO FORM:

City Attorney