



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
 Karen Short, Senior Human Resources Analyst, Human Resources
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit – January 25, 2022
DATE: January 6, 2022

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Collective Bargaining Agreement as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit, effective January 1, 2022, through December 31, 2025.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The agreement is for four years and covers approximately 27 full-time equivalent (FTE) budgeted positions. The agreement provides for general wage increases and market-based wage adjustments as follows:

Code	Classification Title	1/1/2022 General	1/1/2022 Market	1/1/2023 General	1/1/2023 Market	1/1/2024 General	1/1/2025 General
62250	TVE Custodian	2.25%	12.75%	2.50%	4.50%	2.75%	2.75%
50510	TVE Electrician	2.25%	12.75%	2.50%	2.70%	2.75%	2.75%
50500	TVE HVAC Mechanic	2.25%	12.75%	2.50%	4.90%	2.75%	2.75%
50530	TVE HVAC Mechanic II	2.25%	12.75%	2.50%	3.80%	2.75%	2.75%
50480	TVE Maintenance Chief	2.25%	12.75%	2.50%	5.35%	2.75%	2.75%
50490	TVE Maintenance Chief, Assistant	2.25%	12.75%	2.50%	4.60%	2.75%	2.75%
60140	TVE Maintenance Worker I	2.25%	12.75%	2.50%	8%	2.75%	2.75%
60150	TVE Maintenance Worker II	2.25%	6.89%	2.50%	0%	2.75%	2.75%

Other changes in the agreement include an increase in the amount of rest time required between successive temporary shifts from 6 to 8 hours; and employee lunch breaks taken during events in which employees are required to remain onsite will be paid.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: 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)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to authorize execution of the Collective Bargaining Agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating department will be responsible for continuing costs.

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?

YES

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

NO

ATTACHMENTS:

1. Collective Bargaining Agreement
2. Fiscal Impact Memorandum