LETTER OF AGREEMENT
between
CITY OF TACOMA
and
TEAMSTERS LOCAL 117 GENERAL UNIT

2014 WAGE IMPLEMENTATION

The CITY OF TACOMA, hereinafter referred to as "CITY" and TEAMSTERS LOCAL 117 GENERAL UNIT , hereinafter referred to as "UNION" hereby enter into this Letter of Agreement attached to the 2011-2014 collective bargaining agreement between the Union and the City and incorporated as though fully set forth.

The following agreement uses the City's comparable market (2009 Market Refreshed to May 2013 data) for each classification, and awards increases based on where each classification sits in the comparable market, this methodology is not intended to set precedent for either party, and both parties are free to make proposals during open contract bargaining that differs from this method:

Effective January 1, 2014, to be paid the first full pay period after ratification by the City Council:

1. All classifications between .5% below and any amount above the 70th percentile of their market, based on City comparable study shall receive a 1% lump sum payment.
2. All classifications between .51% and 4% below the 70th percentile of their market, based on City comparable study shall receive their market increase, up to a 2.5% cap, effective January 1, 2014.
3. All classifications greater than 4% below the 70th percentile of their market, based on City comparable study shall receive their market increase, up to 3% cap, effective January 1, 2014.
4. All classifications greater than 6% below the 70th percentile of their market, based on City comparable study shall receive their market increase, up to 4% cap, effective January 1, 2014.
5. For classifications agreed upon by the City and the Union, where recruitment, retention, or internal/external equity concerns exist, they shall receive up to a 5% salary increase.
6. Laborer classification will receive no salary increase or lump sum.
7. A full classification and compensation study has not been performed for the Crime Analysis Unit and during the next bargaining, the Union intends to present a study in support of a wage increase.

The above wage implementation schedule is the result of collective bargaining between the parties required by the wage opener clause in the 2011-2014 collective bargaining agreement.

For Teamsters Local 117 General Unit:		For the City of Tacoma:	
_____		_____	
Secretary-Treasurer	Date	Joy St. Germain Human Resources Director	Date
_____		_____	
Jeff Clark Business Representative	Date	T.C. Broadnax City Manager	Date

_____

William A. Gaines Date
Director of Utilities/CEO

Approved as to form:

_____

Cheryl Comer Date
Deputy City Attorney

Letter of Agreement
between
Teamsters Local No. 117
and
City of Tacoma
Subject: Ground Maintenance Workers – Tacoma Power

This Letter of Agreement is between the City of Tacoma and Teamsters Local No. 117. This Agreement shall apply to Local 117 members employed at Tacoma Power.

The parties agree to amend the following section of the 2011-2014 Collective Bargaining Agreement to reflect the intended purpose of compensating Ground Maintenance Workers at the Equipment Operator rate of pay for hours worked performing those duties:

Addendum E- **Tacoma Power Ground Maintenance Equipment and Crew Leader Upgrades**

3. The Parties agree that qualified Tacoma Power Ground Maintenance Workers will receive the Equipment Operator rate of pay while operating the following equipment: Tacoma Power computer-controlled spray truck; backhoe; large tractor mower; dump truck requiring a commercial driver's license, and skidsteer loader when operated around energized equipment.

This Letter of Agreement will take effect the first full pay period after ratification by the City Council.

This Letter of Agreement is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City nor by other employees represented by this Union.

For Teamsters Local No. 117:

Tracey A. Thompson Date
Secretary-Treasurer

Jeff Clark Date
Business Representative

For the City of Tacoma:

Joy M. St. Germain Date
Human Resources Director

Theodore C. Coates Date
Power Superintendent

William A. Gaines Date
Utilities Director

Letter of Agreement
between
Teamsters Local No. 117
and
City of Tacoma
Subject: Ground Maintenance Workers, Street Maintenance Workers, Hydro Grounds Maintenance Workers – Street Operations Division and Tacoma Power

This Letter of Agreement is between the City of Tacoma and Teamsters Local No. 117. This Agreement shall apply to Local 117 members employed at the Street Operations Division and Tacoma Power.

The parties agree to amend the following section of the 2011-2014 Collective Bargaining Agreement to reflect the intended purpose of compensating Ground Maintenance Workers, Street Maintenance Workers and Hydro Grounds Maintenance Workers at the Equipment Operator rate of pay for hours worked performing those duties:

Appendix A- Application of Rates

> T. Ground Maintenance Workers, Street Maintenance Workers and Hydro Grounds Maintenance Workers will receive the Equipment Operator rate of pay for the operation of the following equipment: tractor mower, bucket truck, and water truck requiring a Commercial Driver's License (CDL).

This Letter of Agreement will take effect the first full pay period after ratification by the City Council.

This Letter of Agreement is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City nor by other employees represented by this Union.

For Teamsters Local No. 117:

_____
Tracey A. Thompson Date
Secretary-Treasurer

_____
Jeff Clark Date
Business Representative

For the City of Tacoma:

_____
Joy M. St. Germain Date
Human Resources Director

_____
Kurtis D. Kingsolver, P.E. Date
Public Works Director/City Engineer

_____
T.C. Broadnax Date
City Manager

_____
Theodore C. Coates Date
Power Superintendent

_____
William A. Gaines Date
Utilities Director/CEO

Approved as to form:

_____
Cheryl Comer Date
Deputy City Attorney

Letter of Agreement
between
Teamsters Local No. 117
and
City of Tacoma
Subject: Ground Maintenance Workers – Street Operations Division

This Letter of Agreement is between the City of Tacoma and Teamsters Local No. 117. This Agreement shall apply to Local 117 members employed at the Street Operations Division.

The parties agree to amend the following section of the 2011-2014 Collective Bargaining Agreement to reflect the intended purpose of compensating Ground Maintenance Workers at the Equipment Operator rate of pay for hours worked performing those duties:

Appendix A - Application of Rates

W. Grounds Maintenance Workers at Public Works when operating a dump truck for 4 hours or more will receive the Equipment Operator rate of pay. If the operation exceeds 4 hours, the total time of dump truck operation worked will be paid the Equipment Operator rate of pay.

This Letter of Agreement will take effect the first full pay period after ratification by the City Council.

This Letter of Agreement is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City nor by other employees represented by this Union.

For Teamsters Local No. 117:

Tracey A. Thompson Date
Secretary-Treasurer

Jeff Clark Date
Business Representative

For the City of Tacoma:

Joy M. St. Germain Date
Human Resources Director

Kurtis Kingsolver, P.E. Date
Public Works Director/City Engineer

T.C. Broadnax Date
City Manager

Approved as to form:

Cheryl Comer Date
Deputy City Attorney

Letter of Agreement
between
Teamsters Local No. 117
and
City of Tacoma
Subject: Crime Analyst and Crime Analyst, Senior
Superior Education Incentive - Police Department

This Letter of Agreement is between the City of Tacoma and Teamsters Local No. 117. This Agreement shall apply to Local 117 members employed at the Police Department, in the classifications of Crime Analyst, and Crime Analyst, Sr.

In recognition of those employees in the classifications of Crime Analyst, and Crime Analyst, Senior, who show proof that they hold a Master's degree from an accredited post-secondary institution with emphasis in math, statistics, criminal justice, behavioral science, or a related field, as determined by the Chief of Police or his/her designee, the City will provide a 2.5% percent (2.5%) educational incentive pay in addition to the base wages of those employees.

Any employee who qualifies for educational incentive pay will be compensated after City Council approval.

This Letter of Agreement is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City nor by other employees represented by this Union.

For Teamsters Local No. 117:

Tracey A. Thompson Date
Secretary-Treasurer

Jeff Clark Date
Business Representative

For the City of Tacoma:

Joy M. St. Germain Date
Human Resources Director

Donald Ramsdell Date
Police Chief

T.C. Broadnax Date
City Manager

Approved as to form:

Cheryl Comer Date
Deputy City Attorney