



RESOLUTION NO. 38878

1 A RESOLUTION relating to collective bargaining; authorizing the execution of
2 Letters of Agreement negotiated between the City of Tacoma and
3 Teamsters Local Union No. 117, General Unit.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

7 WHEREAS Resolution No. 38519, adopted August 28, 2012, authorized the
8 execution of the 2011-2014 Collective Bargaining Agreement between the City of
9 Tacoma and Teamsters Local Union No. 117, General Unit ("Union"), on behalf of
10 the employees represented by said Union, and
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12 WHEREAS the bargaining unit consists of approximately 191.5 budgeted,
13 full-time equivalent ("FTE") positions, with 141.8 positions assigned to General
14 Government departments and 49.7 positions assigned to Tacoma Public Utilities,
15 and
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17 WHEREAS the City and Union have negotiated Letters of Agreement
18 which provide for the following: (1) A 2014 market-based wage adjustment,
19 retroactive to January 1, 2014, based on market-rate comparables for each
20 classification; and, for employees in classifications not receiving a wage
21 adjustment, except for the classification of Laborer, employees shall receive a
22 1 percent lump sum payment based on their 2013 base annual salary;
23 (2) Ground Maintenance Workers at Tacoma Power will be eligible to receive
24 the Equipment Operator rate of pay while operating the following equipment:
25 Tacoma Power computer controlled spray truck, backhoe, large tractor mower,
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dump truck requiring a Commercial Driver’s License (“CDL”), and skidsteer loader when operated around energized equipment; (3) Ground Maintenance Workers, Hydro Grounds Maintenance Workers, and Street Maintenance Workers at Tacoma Power will be eligible to receive the Equipment Operator rate of pay for hours worked operating a tractor mower, bucket truck, and water truck requiring a CDL; (4) Grounds Maintenance Workers at Public Works will be eligible to receive the Equipment Operator rate of pay when operating a dump truck for four hours or more, as outlined in the agreement; and (5) an educational incentive premium of 2.5 percent for employees in the Crime Analyst or Senior Crime Analyst classifications who show proof of a Master’s degree with an emphasis in math, statistics, criminal justice, behavioral science, or a related field as determined by the Police Chief or his designee, as provided for in the agreement, and

WHEREAS it appears in the best interest of the City that the proposed Letters of Agreement negotiated by said Union and the City be approved; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute Letters of Agreement negotiated between the City of Tacoma and Teamsters Local Union



1 No. 117, General Unit, said documents to be substantially in the form of the Letters
2 of Agreement on file in the office of the City Clerk.

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4 Adopted _____

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7 Mayor

8 Attest:
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10 City Clerk

11 Approved as to form:
12 _____
13 Deputy City Attorney

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