



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of an agreement with the Sheet Metal, Air, Rail, and Transportation Union, Transportation Division (SMART-TD) – March 31, 2015
DATE: March 13, 2015

SUMMARY:

A resolution to authorize execution of a Collective Bargaining Agreement with the Sheet Metal, Air, Rail, and Transportation Union, Transportation Division (SMART-TD).

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation as negotiated with the Sheet Metal, Air, Rail, and Transportation Union, Transportation Division (SMART-TD).

BACKGROUND:

The resolution will provide authorization for the execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the Sheet Metal, Air, Rail, and Transportation Union, Transportation Division (SMART-TD). The bargaining unit was previously covered by the United Transportation Union, Switch Crew Unit. The bargaining unit covers approximately 41, budgeted, full time equivalent positions at Tacoma Public Utilities, Tacoma Rail. The agreement is expected to be considered by the Public Utility Board as a resolution on March 25, 2015.

The agreement provides that the two current classifications in the bargaining unit titled Railway Switch Operator (CSC 7105) and Railway Switch Supervisor (CSC 7106) will be consolidated into a single classification titled Railway Conductor (CSC 7106), with the base rate of pay set at \$35.94, effective the first full pay period after City Council adoption of the agreement. Effective July 1, 2015, all special allowances previously provided in the prior agreement will be eliminated, converted to a dollar amount, and added to the Railway Conductor (CSC 7106), increasing the base rate of pay to \$37.04. As ratification incentive and in lieu of retroactive payments, effective in the pay period that includes July 1, 2015, forty-one (41) employees will receive a lump sum payment of \$2,800, and an additional lump sum payment of \$2,800 in the pay period that includes December 1, 2015. Effective July 1, 2016, active employees will receive a flat rate wage increase of \$1.10 per hour.

Other changes to the agreement include employee contributions to health care premiums at the same rates as other City employees; a deferred compensation match of up to 3 percent of employee base wages to a 457(b) account, changing the annual employee reimbursement amount of up to \$200 for safety footwear to an allowance of \$400 annually; establishing permanent bid jobs to replace the daily job assignment board markup which will provide more management flexibility in scheduling, and clarification on staffing the railroad on holidays.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by said union.



RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office.