



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
 Karen Short, Senior Human Resources Consultant
 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 and Letter of Agreement with the Teamsters Local Union No. 117, General Unit – January 23, 2024
DATE: January 5, 2024

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement and a Letter of Agreement as negotiated with the Teamsters Local Union No. 117, General Unit. The collective bargaining agreement is effective January 1, 2023, through December 31, 2025.

BACKGROUND:

The resolution will authorize the execution of the Collective Bargaining Agreement and Letter of Agreement as negotiated with the Teamsters Local Union No. 117, General Unit.

The agreement is for three years, covers approximately 243 budgeted, full-time equivalent positions, and provides for wage increases in each year of the agreement. The collective bargaining agreement has been scheduled for consideration by the Public Utility Board as a resolution on January 10, 2024.

Effective retroactive to January 1, 2023, a general wage increase of 2.50 percent will be provided; effective January 1, 2024, and January 1, 2025, a general wage increase of 2.75 percent will be provided. In addition to the general wage increases, market-based wage adjustments will be provided by classification as follows:

CODE	JOB TITLE	1/1/2023	1/1/2024	7/1/2024	7/1/2025
53650	Animal Control & Compliance Officer	6.50%	3.50%	3.00%	1.50%
50160	Asphalt Plant Crew Leader	4.00%	1.50%	1.50%	1.00%
50150	Asphalt Plant Operator	4.00%	1.50%	1.50%	1.00%
52010	Carpenter	4.00%	1.00%	1.00%	0.50%
52100	Concrete Finisher Crew Leader	4.00%	1.50%	1.50%	1.00%
11010	Crime Analyst	4.00%	0.50%	1.00%	
11020	Crime Analyst, Senior	4.00%	0.50%	1.00%	
10990	Crime Program Technician	4.00%	0.50%	1.00%	
42100	Crime Scene Technician	4.00%	2.00%	1.50%	3.50%
50200	Equipment Operator	4.00%	1.00%	1.00%	0.25%
50210	Equipment Operator, Heavy	4.00%	1.00%	1.00%	0.25%
42080	Forensic Specialist	3.00%			
50410	Grounds Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50400	Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%



CODE	JOB TITLE	1/1/2023	1/1/2024	7/1/2024	7/1/2025
50470	Hydro Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%
50010	Laborer	3.00%	1.00%		0.50%
42120	Latent Print Examiner	3.00%			
52050	Painter, Industrial	4.00%	1.25%		
00160	Police Administrative Support Specialist	4.00%	1.00%		1.50%
06280	Refuse Scale Operator	4.00%	1.00%	1.00%	1.00%
06270	Solid Waste Worker	4.00%	1.00%	1.00%	1.00%
50250	Street Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50020	Street Maintenance Worker	4.00%	1.50%	1.50%	1.00%
05300	Tax & License Field Auditor	3.00%	0.25%	0.50%	0.50%
05310	Tax & License Field Auditor, Senior	3.00%	0.25%	0.50%	0.50%
05290	Tax & License Office Auditor	3.00%	0.25%	0.50%	0.50%
05250	Tax License Compliance Officer	3.00%	0.25%	0.50%	0.50%
05270	Tax & License Compliance Officer, Lead	3.00%	0.25%	0.50%	0.50%
50230	Traffic Sign & Marking Specialist	4.00%	1.50%	1.50%	1.00%

In addition, the collective bargaining agreement provides for increases to the amounts paid for annual clothing and boot allowances; amends language in Article 7 regarding Union Membership and Dues to reflect legal requirement based on the Janus v. AFSCME Council 31 court case; adds an application of rate of 4 percent for the classifications of Police Administrative Support Specialist and Latent Print Examiner when performing training, developing training plans, or participating in the evaluation process for the training provided; adds the classification of Tax & License Compliance Officer, Lead to Addendum A; and clarifies work group scheduling and seniority for division specific sections, and provides language for an emergency standby schedule to be developed.

The Letter of Agreement provides for the creation of a new classification to be titled Police Digital Evidence & Records Support Analyst. The classification will be represented by the Teamsters Local Union No. 117, General Unit for the purposes of collective bargaining. The classification will be created with a 2023 salary range of \$25.11 to \$42.69 per hour. The position will be classified, overtime category “A” (eligible for overtime), and FLSA non-exempt.

The Parties have agreed to 2023 rates of pay for the Police Digital Evidence & Records Support Analyst, which aligns the classification with Public Disclosure Video Redaction Analyst (CSC 11430). For the remaining years of the successor CBA (2024 - 2025), the hourly rates of pay for the Police Digital Evidence & Records Support Analyst will be adjusted to match the Public Disclosure Video Redaction Analyst hourly rates of pay, step progression, and effective dates. This salary equity provision shall be expressly exempt from RCW 41.56.123 and shall sunset on the same date as the expiration of the successor CBA between the Parties.

The Police Digital Evidence & Records Support Analyst is intended to be part of a new Tacoma Police Department Records Management Unit. The Parties agree to meet quarterly during the implementation of that Unit to discuss any material impacts that may arise. Those meetings will end once the implementation is complete, or when the Parties agree that no further meetings are required, whichever comes first.



COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the Teamsters Local Union No. 117, General 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 by resolution is required to execute the Collective Bargaining Agreement with the Teamsters Local Union No. 117, General Unit

FISCAL IMPACT:

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

What Funding is being used to support the expense?

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?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

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

No

ATTACHMENTS:

- Collective Bargaining Agreement
- Letter of Agreement
- Fiscal Impact Memorandum(s)