



**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution authorizing execution of a Letter of Agreement with Teamsters Local Union No. 117, General Unit – March 4, 2014  
**DATE:** February 14, 2014

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**SUMMARY:**

A resolution to authorize execution of a Letter of Agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, General Unit.

**STRATEGIC POLICY PRIORITY:**

The requested Resolution aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by establishing a formal internal staff training structure that can support future career development opportunities for employees.

**BACKGROUND:**

This resolution will provide authorization for the execution of a Letter of Agreement negotiated with the Teamsters Local Union No. 117, General Unit. The agreement will provide for an application of rate of 5 percent for employees working in the classification of Heavy Equipment Operator, when they are scheduled to train either a Solid Waste Worker or An Equipment Operator on specialized Solid Waste equipment. The application of rate will be paid only for actual hours worked.

Management will continue to be able to hire an outside trainer to provide basic training when needed, and anticipates some cost savings by moving work in-house.

**ISSUE:**

Authorization is required to execute the agreement 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:**

The fiscal impact will be based on the number of hours an employee may be assigned to perform training. Due to the variability inherent in this provision, which may apply to several employees with different rates of pay and an unpredictable number of hours dedicated to this activity, a specific fiscal impact is not possible to calculate. However, because some of this type of work is



currently performed by an outside vendor, some cost savings is expected as a result of performing the training in-house.