



## RESOLUTION NO. 39945

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and  
3 Washington State Council of County and City Employees, Local 120,  
4 effective retroactive to January 1, 2017, through December 31, 2019.

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

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8 WHEREAS this resolution allows for the execution of a three-year Collective  
9 Bargaining Agreement (“CBA”) between the City and Washington State Council of  
10 County and City Employees, Local 120 (“Union”), on behalf of the employees  
11 represented by said Union, and

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13 WHEREAS the bargaining unit consists of approximately 164 budgeted,  
14 full-time equivalent (“FTE”) positions, with 116 FTEs assigned to General  
15 Government and 48 FTEs assigned to Tacoma Public Utilities, and

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17 WHEREAS the CBA will provide for a wage increase of 2 percent  
18 retroactive to January 1, 2017; effective January 1, 2018, wages shall increase  
19 retroactively by between 2.5 percent and 3.75 percent, depending on classification;  
20 effective January 1, 2019, wages will increase by 2.5 percent; and additionally, any  
21 employee who was active as of the date of ratification of the agreement on  
22 December 21, 2017, will receive a one-time lump sum payment of \$250, and

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24 WHEREAS other changes include: (1) an increase to the safety footwear  
25 allowance from \$150 to \$200 annually for employees in the classifications of  
26 Converter Inventory Technician, Warehouse Technician, Senior Warehouse



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Technician, Vehicle Parts Assistant, and Fleet Services Parts Technician,  
retroactive to July 1, 2017 for employees eligible on that date; (2) clarification to  
the language regarding how grievances are handled; (3) defining the workweek as  
it relates to overtime and the use of call-in lists; and (4) the addition of standard  
language regarding time off and benefits to Appendix B, and

WHEREAS it appears in the best interests of the City that the CBA  
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 the  
three-year Collective Bargaining Agreement between the City and Washington  
State Council of County and City Employees, Local 120, effective retroactive to  
January 1, 2017, through December 31, 2019, said document to be substantially in  
the form of the agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney

Requested by Public Utility Board  
Resolution No. U-10992