



RESOLUTION NO. 40493

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement and two Letters of Agreement
3 between the City and Professional & Technical Employees, Local 17
4 (PROTEC 17), effective retroactive to January 1, 2019, through December
5 31, 2022.

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

9 WHEREAS this resolution allows for the execution of a four-year Collective
10 Bargaining Agreement (“CBA”) between the City and Professional & Technical
11 Employees, Local 17 (PROTEC 17) (“Union”), on behalf of the employees
12 represented by said Union, and

13 WHEREAS the CBA will provide for a wage increase of 3 percent and wage
14 adjustments to 16 classifications due to market, compression, and/or parity,
15 retroactive to January 1, 2019; effective January 1, 2020, wages will increase by 3
16 percent; effective January 1, 2021, wages will increase by 2.5 percent; and
17 effective January 1, 2022, wages will increase by 2.25 percent, and

18 WHEREAS other changes to the CBA include: (1) modifying Article 5 –
19 grievance procedure to clarify process and provide more time to consider whether
20 to arbitrate a grievance; (2) retitling the classification of Utility Services
21 Representative I (CSC 0613) to Utility Services Representative; (3) retitling the
22 classification of Utility Services Representative II (CSC 0614) to Utility Services
23 Supervisor; (4) adding a new classification of Utility Services Representative,
24 Senior (CSC 0608) with a pay range between Utility Services Representative and
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Utility Services Supervisor, to provide for a better path for promotion of qualified employees; (5) aligning base wages for the Engineering Construction Coordinator with those of the Associate Construction Manager classification, due to their similar requirements, which provides an adjustment of 1.73 percent; and (6) providing for gender-neutral language throughout the agreement, and

WHEREAS the first proposed Letter of Agreement will add a Commercial Driver's License (CDL) requirement to employees currently in the Collection Systems Worker (CSC 5007) and Collection Systems Technician (CSC 5008) classifications in the Environmental Services Department; current employees with a CDL will be eligible to advance the equivalent of one pay step, and employees who do not have a CDL will be eligible for a step increase upon obtaining a CDL, and

WHEREAS the second proposed Letter of Agreement will create applications of rate for Planning & Development Department and Neighborhood & Community Services Department employees in the classifications of Inspector, Senior Inspector, and Code Inspector Supervisor, who obtain International Code Council certifications, and

WHEREAS the CBA and two Letters of Agreement were considered and approved by the Public Utility Board at its meeting of November 13, 2019, and

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



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

That the proper officers of the City are hereby authorized to execute the four-year Collective Bargaining Agreement and two Letters of Agreement between the City and Professional & Technical Employees, Local 17 (PROTEC 17), effective retroactive to January 1, 2019, through December 31, 2022, 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-11122