



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 authorizing execution of a Letter of Agreement with the Washington State Council of County and City Employees, Local 120 – January 6, 2015
DATE: December 18, 2014

SUMMARY:

A resolution authorizing execution of a Letter of Agreement negotiated between the City of Tacoma and the Washington State Council of County and City Employees, Local 120.

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 providing for wages and working conditions as negotiated in good faith for employees represented by the Washington State Council of County and City Employees, Local 120.

BACKGROUND:

The resolution will authorize the execution of a Letter of Agreement (LOA) negotiated between the City of Tacoma and the Washington State Council of County and City Employees, Local 120, on behalf of the employees represented by said union. The City and the Union have agreed on terms for the accretion of the classification of Communications Service Technician into the Local 120 bargaining unit. There is currently one employee in this classification, which was certified by the Public Employment Relations Commission on September 17, 2013. The terms of the LOA provide that effective September 4, 2014, the classification will receive a 1.2 percent wage increase, the pay scale will be reduced from 21 steps to 6 steps, and employees will be eligible for longevity pay. Effective January 1, 2015, wages will increase by 1.5 percent, consistent with the collective bargaining agreement between the parties adopted by Resolution No. 38968, on July 22, 2014.

ISSUE:

Authorize the execution of the Letter of Agreement as bargained with the Washington State Council of County and City Employees, Local 120.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is as provided by the Office of Management and Budget.