



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 an agreement with the Washington State Council of County and City Employees, Local 120 – July 22, 2014
DATE: June 27, 2014

SUMMARY:

A resolution authorizing execution of a collective bargaining agreement and a Letter of Agreement as negotiated with the Washington State Council of County and City Employees, Local 120.

STRATEGIC POLICY PRIORITY:

The Resolution aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the Washington State Council of County and City Employees, Local 120.

BACKGROUND:

This resolution will authorize execution of a four-year collective bargaining agreement and a Letter of Agreement 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 proposed agreements cover approximately 152 budgeted full time equivalent (FTE) positions located within Tacoma Public Utilities and General Government. Approximately 52 FTE’s positions are assigned within Tacoma Public Utilities and the remaining 100 assigned within General Government. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on July 9, 2014.

The collective bargaining agreement provides for a four-year term, beginning January 1, 2013 through December 31, 2016. Wages will be retroactive to May 1, 2013, and were determined by a market study and other factors, and range between 2 percent and 5.94 percent. Wages will increase 1.2 percent retroactive to January 1, 2014; increase by 1.5 percent effective January 1, 2015; and increase by 2 percent effective April 1, 2016. The agreement also reduces the pay range for the classification of Converter Inventory Technician (CSC 5538) to 5 steps; changes the title of Senior Computer Operator (CSC 0118) to Information Technology Helpdesk Specialist. The Letter of agreement creates a new classified title of Graphic Arts Specialist, Lead (CSC 0222) effective January 1, 2013.

Other significant provisions of the agreement include the ability for employees to elect the Personal Time Off (PTO) plan in lieu of vacation and sick leave plans; and makes changes to the language in Section 12.10 regarding seniority, layoff and bumping rights; and Section 12.11 regarding the filling of vacancies. The agreement clarifies language regarding employee temporary assignments to a higher classification (set-ups) and use of the call in list for IT employees; incorporates a previous memorandum of agreement regarding incidental time off into the collective bargaining agreement; and increases the safety footwear allowance from \$125 to \$150 annually for eligible employees.



ISSUE:

Authorize execution of the collective bargaining agreement and 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 the execution of these agreements.

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by Office of Management and Budget.