



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Senior Human Resources Analyst  
Dylan Carlson, Senior Labor Relations Manager  
Gary Buchanan, Human Resources Director  
Kari L Louie, Senior Compensation & Benefits Manager

**COPY:** City Council and City Clerk

**SUBJECT:** Resolution - Authorize execution of a Collective Bargaining Agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit – December 11, 2018

**DATE:** November 16, 2018

---

**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

**STRATEGIC POLICY PRIORITY:**

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

**BACKGROUND:**

The resolution will authorize execution of a Collective Bargaining Agreement negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The agreement covers two years, and includes 26 full-time, budgeted positions. The agreement provides for a wage increase for each year of the agreement.

Effective January 1, 2019, the classifications of TVE Custodian, TVE Maintenance Chief, TVE Assistant Maintenance Chief and TVE Maintenance Worker I and II will receive a wage increase of 1.5 percent. The classifications of TVE Electrician and TVE HVAC Mechanic will receive an increase of 3 percent. In addition, employees actively employed on January 1, 2019, will receive a one-time lump sum payment in the first pay period of 2019; and beginning January 1, 2019, the annual allowance for work shoes and clothing will increase from \$175 to \$200.

Effective January 1, 2020, the classifications of TVE Custodian, TVE Maintenance Chief, TVE Assistant Maintenance Chief and TVE Maintenance Worker I and II will receive a wage increase of 1.5 percent. The classifications of TVE Electrician and TVE HVAC Mechanic will receive an increase of 3 percent.

**ISSUE:**

Authorization is required to execute the Collective Bargaining Agreement as negotiated on behalf of Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

Financial impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall level of appropriation.