



RESOLUTION NO. 40494

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 four-year Collective Bargaining Agreement and Letters of Understanding
3 between the City and Teamsters Local Union No. 117, General Unit,
4 effective retroactive to January 1, 2019, through December 31, 2022.

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 four-year Collective
9 Bargaining Agreement (“CBA”) between the City and Teamsters Local Union
10 No. 117, General Unit (“Union”), on behalf of the employees represented by said
11 Union, and

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13 WHEREAS the CBA will provide for a general wage increase of 3 percent
14 retroactive to January 1, 2019; additionally, retroactive to January 1, 2019, the
15 Crime Analyst classification series will receive a market adjustment of 5.2 percent,
16 and the Laborer classification (CSC 5001) will receive a market-based increase of
17 18 percent and a wage scale reduction from 5 pay steps to 3 pay steps; effective
18 January 1, 2020, all base wages will increase by 3 percent; effective January 1,
19 2021, wages will increase by 2.5 percent; and effective January 1, 2022, wages
20 will increase by 2.25 percent, and

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22 WHEREAS other changes to the CBA include: (1) adding language
23 regarding extensions of time for issuing disciplinary letters; (2) providing more time
24 to determine if a grievance will go to arbitration; (3) providing that members
25 working in the Tacoma Police Department will receive a lump sum payment of
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\$500 annually, retroactive to January 1, 2019, in recognition of CALEA accreditation and successful maintenance; (4) adjusting various Applications of Rate; (5) eliminating the annual clothing and boot allowance for Tax & License Compliance Officers in 2020, and providing for a one-time lump sum payment of \$200; (6) clarifying that Tacoma Municipal Code 1.24.710 will be followed when hiring Laborers; and (7) changing the language in the Department/Division Addenda to increase operational efficiencies, and

WHEREAS other changes include a Letter of Understanding revision regarding set-ups for the Grounds Maintenance Worker Upgrade-Cowlitz River Project, and a continuation of an existing Letter of Understanding relating to the Western Conference of Teamsters Pension Trust, and

WHEREAS the CBA and Letters of Understanding 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 Letters of Understanding 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 four-year Collective Bargaining Agreement and Letters of Understanding between the City and Teamsters Local Union No. 117, General Unit, effective retroactive to



1 January 1, 2019, through December 31, 2022, said document to be substantially in
2 the form of the agreement on file in the office of the City Clerk.

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4 Adopted _____

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7 Mayor

8 Attest:
9 _____
10 City Clerk

11 Approved as to form:
12 _____
13 Deputy City Attorney

14 Requested by Public Utility Board
15 Resolution No. U-11121

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