



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
Bill Fosbre, City Attorney  
Dylan Carlson, Senior Labor Relations Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Collective Bargaining Agreement with the Teamsters Local Union No.117, General Unit – December 3, 2019  
**DATE:** November 8, 2019

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**SUMMARY:**

A resolution authorizing the execution of a Collective Bargaining Agreement, and Letters of Understanding negotiated with the Teamsters Local Union No. 117, General Unit, retroactive to January 1, 2019, through December 31, 2022.

**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 compensation and benefits as negotiated in the Collective Bargaining Agreement with the Teamsters Local Union No. 117, General Unit.

**BACKGROUND:**

The resolution will authorize the execution of a 2019-2022 Collective Bargaining Agreement (CBA), and Letters of Understanding (LOU) as negotiated with the Teamsters Local Union No. 117, General Unit. The agreements have been scheduled for consideration by the Public Utility Board as a resolution on November 13, 2019.

The agreement covers four years, and provides for a wage increase in each year of the agreement. Retroactive to January 1, 2019, employees will receive a general wage increase of 3 percent. Additionally, retroactive to January 1, 2019, the Crime Analyst classification series will receive a market adjustment of 5.2 percent; and the Laborer classification (CSC 5001) will receive a market-based increase of 18 percent, and the wage scale will be reduced from 5 pay steps to 3 pay steps. Effective January 1, 2020, all base wages will increase by 3 percent; effective January 1, 2021, wages will increase by 2.5 percent; and effective January 1, 2022, wages will increase by 2.25 percent.

Other changes to the agreement include:

1. Additional language specifying that requests to extend the sixty-day timeframe for issuing disciplinary letters of reprimand, suspensions, and/or discharges will not be “unreasonably denied,” and adding examples of when timeframe extensions should be provided.
2. Providing more time (from fourteen days to thirty days) for a party to determine whether to take a grievance to arbitration.
3. Employees working in the Tacoma Police Department will receive a lump sum payment of \$500 annually, retroactive to January 1, 2019, in recognition of their assistance in the Police Department’s CALEA accreditation and successful maintenance of the accreditation.
4. Adjustments to Applications of Rate include:
  - a. Changes to Equipment Operators (CSC 5020) operating a Snow Plow (increase from \$0.50 to \$1.50 per hour) and the Oil Distributor (increase from \$2.00 to \$4.00 per hour), and when scheduled at the Recovery and Transfer Center (delete 5 percent application of rate).



- b. TPU Grounds Maintenance Workers (CSC 5040) and Grounds Maintenance Crew Leaders (CSC 5041) will receive an application of rate of \$1.00 per hour when performing raft-based noxious weed treatment, and Grounds Maintenance Workers assigned responsibility for the greenhouse will no longer receive an additional .50 cents per hour for having an Associate's degree or equivalent.
  - c. Police Department Forensic Specialists (CSC 4208) and Crime Scene Technicians (CSC 4210) will receive an application of rate increase from 2 percent to 4 percent when assigned by a Supervisor to train others, or develop training plans and/or participate in the evaluation process in training, and Animal Control & Compliance Officers (CSC 5365) will be eligible for this 4 percent application of rate.
- 5. Tax & License Compliance Officers in the Finance Department will be eligible to receive appropriate uniform and foul weather gear as needed, but as of January 1, 2020, will no longer receive a \$350.00 annual clothing and boot allowance. For the elimination of this allowance in 2020, these employees will receive a \$200 one-time lump sum payment.
  - 6. Laborers will be hired pursuant to TMC 1.24.710 (a maximum of six months, with a six month extension) rather than for 120 calendar days or less.
  - 7. Language changes made to the Department/Division Addenda included in the contract to increase operational efficiencies, include:
    - a. Addendum B, Tacoma Police Department, regarding Police Administrative Support overtime opportunities and reassignments, and Forensic Services and Animal Control court appearances and call outs compensation;
    - b. Addendum C, Public Works and Environmental Services, including a new premium holidays section and for Public Works Street Operations, increased notice period for shift changes, adding fatigue time language, and better defining overtime call-outs for snow and/or ice emergency events; and for Environmental Services Solid Waste Management, revising Division Sections and Workgroups hours of work, set-up, and overtime assignments language;
    - c. Addendum D, Tacoma Water Division, redefining reporting headquarters, adding premium holiday, meal breaks, and rest periods language, and revising vacancy set-up language; and
    - d. Addendum E, Tacoma Power Grounds Maintenance, revising work hours and work reporting sites language, the section regarding snow and/or ice emergency event overtime, and upgrades and set-ups language.
  - 8. Significant changes are made to the Grounds Maintenance Worker Upgrade-Cowlitz River Project Letter of Understanding, so that Hydro Grounds Maintenance Workers assigned to this project will be set up to Grounds Maintenance Crew Leader when seasonal help is assigned to assist them, but not when just using a tractor mower or for the entire period from May 1 to August 31.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

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