City of Tacoma **City Council Action Memorandum**

TO: **Elizabeth Pauli, City Manager**
FROM: **Dylan Carlson, Senior Labor Relations Manager**
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: **City Council and City Clerk**
SUBJECT: **Resolution – Authorize execution of a Collective Bargaining Agreement with the Teamsters Local 313 – March 22, 2022**
DATE: **March 3, 2022**

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Collective Bargaining Agreement as negotiated with the Teamsters Local 313, effective January 1, 2022, through December 31, 2025.

BACKGROUND:

The resolution will authorize the execution of a Collective Bargaining Agreement as negotiated with the Teamsters Local 313. The agreement is for four years and covers approximately 132 full-time equivalent (FTE) budgeted positions. The agreement provides for general wage increases and market and/or compression-based adjustments as follows:

Code	Classification	1/1/2022 General	1/1/2023 General	1/1/2023 Market	1/1/2024 General	1/1/2024 Market	1/1/2025 General
50190	Biosolids Distribution Operator	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50120	Sewer Equipment Operator	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50130	Sewer Heavy Equipment Operator	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50100	Sewer Worker	2.25%	2.50%	0%	2.75%	0%	2.75%
50110	Sewer Worker, Senior	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50350	Solid Waste Collector/Driver	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%

In addition to the wage increases listed above; the classification of Biosolids Distribution Operator will be reduced from 5 steps to 3 steps and aligned with the pay range for Solid Waste Collector/Driver. The classification of Sewer Equipment Operator 3 step range will also be aligned with the pay range for Solid Waste Collector/Driver. Additionally, the pay range for the classification of Sewer Worker will be reduced from 5 steps to 4 steps, eliminating step 1.

Other changes in the agreement include changes in Article 4 Union Membership and Dues to reflect legal requirements based on the Janus v. AFSCME Council 31 court case; an increase to the boot allowance from $275 to $300 for employees who are required to wear safety related footwear; and adds language that provides for employees that do not have a CDL at the time of hire, the Department will pay the cost of the CDL training. The agreement also deletes an application of rate of 5 percent for a Biosolids Distribution Operator when pulling or loading an equipment trailer; and increases the amount paid for the application of rate for a Solid Waste Collector/Driver assigned to train and evaluate other Solid Waste Collector/Drivers from 5 percent to 8 percent for all hours so assigned.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:
The agreement has been reached with the Teamsters Local 313 and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:
Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).
This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:
Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:
Authorization from the City Council is required to authorize execution of the Collective Bargaining Agreement with the Teamsters Local 313.

FISCAL IMPACT:
Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?
Participating department will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?
YES

Are there financial costs or other impacts of not implementing the legislation?
YES

Will the legislation have an ongoing/recurring fiscal impact?
YES

Will the legislation change the City's FTE/personnel counts?
NO

ATTACHMENTS:
Collective Bargaining Agreement
Fiscal Impact Memorandum