



RESOLUTION NO. 38968

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Collective Bargaining Agreement and Letter of Agreement negotiated
3 between the City of Tacoma and the Washington Council of County and
4 City Employees, Local 120, AFSCME, AFL-CIO.

5 WHEREAS the City has, for years, adopted the policy of collective
6 bargaining between the various labor organizations representing employees and
7 the administration, and

8 WHEREAS the City and the Washington Council of County and City
9 Employees, Local 120, AFSCME, AFL-CIO ("Union"), have negotiated a proposed
10 Collective Bargaining Agreement ("CBA"), effective January 1, 2013, through
11 December 31, 2016, and Letter of Agreement ("LOA") on behalf of the employees
12 represented by said Union, and

13 WHEREAS the proposed agreements cover 152 budgeted full time
14 equivalent ("FTE") positions, with approximately 100 FTEs assigned to General
15 Government and 52 FTEs assigned to the Department of Public Utilities, and

16 WHEREAS the proposed CBA provides for wage increases retroactive to
17 May 1, 2013, based on a market study and other factors, ranging between
18 2 percent and 5.94 percent; an increase of 1.2 percent retroactive to January 1,
19 2014; an increase of 1.5 percent effective January 1, 2015; and an increase of
20 2 percent effective April 1, 2016, and

21 WHEREAS other significant provisions of the CBA includes the ability for
22 employees to elect Personal Time Off in lieu of vacation and sick leave; changes
23 to seniority, layoff, and bumping rights; clarifies language regarding employee
24 to seniority, layoff, and bumping rights; clarifies language regarding employee
25
26



1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26

temporary assignments to higher classifications and use of the call-in list for IT employees; incorporates a previous memorandum of agreement regarding incidental time off into the CBA; increases in the safety footwear allowance from \$125 to \$150 annually for eligible employees; reduces the pay range of Converter Inventory Technician to five steps; and changes the title of Senior Computer Operator to Information Technology Helpdesk Specialist, and

WHEREAS the LOA creates a new classified title of Graphic Arts Specialist, Lead, effective January 1, 2013, and establishes the pay range for the classification retroactive to January 1, 2013, and

WHEREAS, the agreements were considered and approved by the Public Utility Board at its meeting of July 9, 2014, and

WHEREAS it appears in the best interest of the City that the proposed CBA and LOA 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 Collective Bargaining Agreement and Letter of Agreement negotiated between the City of Tacoma and the Washington Council of County and City Employees,



1 Local 120, AFSCME, AFL-CIO, said documents to be substantially in the form of
2 the proposed documents on file in the office of the City Clerk.

3
4 Adopted _____

5
6 _____
Mayor

7 Attest:
8
9 _____
City Clerk

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

13
14 Requested by Public Utility Board
15 Resolution No. U-10704

16
17
18
19
20
21
22
23
24
25
26