



**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution authorizing execution of Letters of Agreement with the Teamsters  
Local Union No. 117, General Unit – April 8, 2014  
**DATE:** March 17, 2014

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**SUMMARY:**

A resolution to authorize execution of Letters of Agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, General Unit.

**STRATEGIC POLICY PRIORITY:**

The requested Resolution aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for market based wage adjustments and other compensation as negotiated in good faith for employees represented by the Teamsters Local Union No. 117, General Unit.

**BACKGROUND:**

This resolution will provide authorization for the execution of five Letters of Agreement that have been negotiated with the Teamsters Local Union No. 117, General Unit. The agreements cover 191.5 full time equivalent (FTE) positions with approximately 141.8 FTE positions assigned within General Government and the remaining 49.7 FTE positions assigned within Tacoma Public Utilities. The agreements have been scheduled for consideration by the Public Utility Board as a resolution on March 26, 2014, and for consideration by the City Council as a resolution on April 8, 2014. The agreements provide for the following:

- 1. 2014 market-based wage adjustments**, retroactive to January 1, 2014, based on where each classification in the bargaining unit sits within the comparable market. For classifications not eligible to receive a market-based wage adjustment (except the classification of Laborer), employees shall receive a 1 percent lump sum payment, based on the employee’s 2013 base annual salary.
- 2. Grounds Maintenance Workers at Tacoma Power.** Employees will be eligible to receive the Equipment Operator rate of pay while operating the following equipment: Tacoma Power computer controlled spray truck; backhoe; large tractor mower; dump truck requiring a Commercial Driver’s License (CDL); and skidsteer loader when operated around energized equipment.



3. **Grounds Maintenance Worker, Hydro Grounds Maintenance Worker and Street Maintenance Worker, at Tacoma Power and Public Works Streets & Grounds.** Employees will be eligible to receive the Equipment Operator rate of pay for hours worked operating any of the following equipment: tractor mower, bucket truck, and water truck requiring a CDL.
4. **Grounds Maintenance Worker at Public Works.** Employees will be eligible to receive the Equipment Operator rate of pay when operating a dump truck for 4 hours or more as outlined in the agreement.
5. **For Crime Analyst and Senior Crime Analyst.** An educational incentive premium of 2.5 percent for employees who show proof of a Master's degree with an emphasis in math, statistics, criminal justice, behavioral science, or a related field as determined by the Chief of Police of his/her designee, as provided for in the agreement.

**ISSUE:**

Authorization is required to execute the agreements negotiated with the bargaining unit on behalf of the employees represented by said union.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

The fiscal impact as provided by the Budget Office is attached.