



**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Director, Human Resources  
Karen Short, Human Resources Senior Analyst  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution – Authorize execution of a Letter of Agreement with the Professional and Technical Employees, Local 17 – November 10, 2015  
**DATE:** October 16, 2015

**SUMMARY:**

A resolution authorizing execution of a collective bargaining agreement negotiated between the City of Tacoma and the Professional and Technical Employees, Local 17.

**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 rates of pay and compensation as negotiated with the Professional and Technical Employees, Local 17.

**BACKGROUND:**

The resolution will provide authorization for the execution of the proposed 2015-2018 Collective Bargaining Agreement negotiated between the City of Tacoma and the Professional and Technical Employees, Local 17. The agreement covers approximately 267.5 budgeted full time equivalent (FTE) positions located within both General Government and Tacoma Public Utilities departments. The agreement is tentatively scheduled for consideration by the Public Utility Board as a resolution on October 28, 2015.

The agreement is for four years, and provides for a wage increase retroactive to January 1, 2015, of 1 percent, and a lump sum payment of \$500 for employees active on the date of the agreement’s ratification by the Union. Effective January 1, 2016, wage rates will increase by 1 percent, and active employees will be given a lump sum payment of \$500. In years 2017 and 2018, wages will be increased by 2 percent for each year.

In addition, employees in Inspector classifications holding a certification for their assigned discipline and one other certification will receive an additional one-time lump sum payment of \$500 for 2015, and the previous 5 percent application of rate for the certifications has been eliminated. Parking Enforcement Officers will receive a one-time lump sum payment of \$100 for 2015, and effective January 1, 2016, their \$450 annual clothing reimbursement will become a \$550 annual clothing allowance. The Collection Systems Technician classification is condensed from a 21 step pay scale to a 5 step pay scale, and receives a one-time market adjustment of 2.35 percent effective January 1, 2015.

Other changes include adjusting the pay scale for Sewer Transmission Systems Maintenance Supervisor to be in parity with Solid Waste Route Supervisor; removing language from Article 10 regarding employee benefits, and adding a new Appendix C to align contract language with the Joint Labor Agreement; and modifying and clarifying language in other sections involving grievance processing, working conditions, non-discrimination and discipline.

**ISSUE:**

Authorization is required to execute the collective bargaining agreement as negotiated with the bargaining unit on behalf of the employees represented by the Professional and Technical Employees, Local 17.



**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.