



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Washington State Council of County and City Employees, Local 120 – February 27, 2018

DATE: February 2, 2018

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Washington State Council of County and City Employees, Local 120.

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 for employees represented by the Washington State Council of County and City Employees, Local 120.

BACKGROUND:

The resolution will authorize execution of a 2017-2019 Collective Bargaining Agreement negotiated with the Washington State Council of County and City Employees, Local 120. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on February 14, 2018. There are currently 164 full-time, budgeted positions in the bargaining unit, with 116 FTE assigned within General Government and 48 FTE within Tacoma Public Utilities.

The agreement covers three years, and provides for a wage increase in each year of the agreement. Effective January 1, 2017, wages will increase retroactively by 2 percent. In addition, an employee who was active as of the date of ratification of the agreement on December 21, 2017, will receive a one-time lump sum payment of \$250.00. Effective January 1, 2018, wages shall increase retroactively by between 2.5 percent and 3.75 percent, depending on classification. And effective January 1, 2019, wages will increase by 2.5 percent.

Other changes to the agreement include an increase to the safety footwear allowance from \$150 to \$200 annually for employees in the classifications of Converter Inventory Technician, Warehouse Technician, Senior Warehouse Technician, Vehicle Parts Assistant and Fleet Services Parts Technician, and will be retroactive to employees hired as of July 1, 2017. The agreement also provides for clarification to the language regarding how grievances are handled; defining of the workweek as it relates to overtime and the use of call in lists; and adding standard language regarding time off and benefits to Appendix B.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by Washington State Council of County and City Employees, Local 120.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact has been provided by the Budget Office.