



RESOLUTION NO. 39394

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 proposed four-year Collective Bargaining Agreement between the City and
3 Teamsters Local 117, General Unit, effective retroactive to January 1,
4 2015, through December 31, 2018.

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

7 WHEREAS this resolution allows for the execution of a proposed four-year
8 Collective Bargaining Agreement ("CBA") between the City and Teamsters
9 Local 117, General Unit ("Union"), on behalf of the employees represented by said
10 Union, and

11 WHEREAS the bargaining unit consists of approximately 196.9 budgeted,
12 full-time equivalent positions, with 150.5 FTEs assigned within General
13 Government and 46.4 FTEs assigned within Tacoma Public Utilities, and

14 WHEREAS the proposed CBA will provide for a wage increase of 2 percent
15 retroactive to January 1, 2015; a wage increase of 1.1 percent effective
16 January 1, 2016; a wage increase of 2 percent effective January 1, 2017; and a
17 wage increase of 2.5 percent effective January 1, 2018, and,

18 WHEREAS the classification of Solid Waste Worker (CSC 0627) will
19 receive a wage adjustment effective retroactive to January 1, 2015, of 5 percent
20 with the removal of a 5 percent application of rate; and effective July 1, 2016, the
21 classifications of Carpenter (CSC 5201) and Industrial Painter (CSC 5205) will
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increase by 1.5 percent, and Crime Analyst (CSC 1101) and Senior Crime Analyst
1 (CSC 1102) will increase by 2 percent, and

2 WHEREAS other proposed changes are as follows: (1) an expanded and
3 enumerated management rights clause; (2) language limiting the amount of paid
4 release time for employees who participate in bargaining before sessions will be
5 held after work hours; (3) resolution regarding how employees who are improperly
6 denied an overtime assignment will be give an opportunity to work a later
7 assignment of the same duration as the missed overtime opportunity; and
8 (4) contract language related to time off and benefits was moved to Appendix B,
9 and
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12 WHEREAS the CBA was considered and approved by the Public Utility
13 Board at its meeting of February 24, 2016, and

14 WHEREAS it appears in the best interests of the City that the proposed
15 CBA negotiated by said Union and the City be approved; Now, Therefore,

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17 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

18 That the proper officers of the City are hereby authorized to execute the
19 four-year Collective Bargaining Agreement between the City and Teamsters
20 Local 117, General Unit, effective retroactive to January 1, 2015, through
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1 December 31, 2018, said document to be substantially in the form of the proposed
2 agreement on file in the office of the City Clerk.

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4 Adopted _____

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Mayor

6 Attest:

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8 _____
City Clerk

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10 Approved as to form:

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12 _____
Deputy City Attorney

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14 Requested by Public Utility Board
15 Resolution No. U-10849

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