



## RESOLUTION NO. 41348

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and Teamsters  
3 Local Union No. 117, General Unit, consisting of 243 budgeted full-time  
4 equivalent positions, effective retroactive to January 1, 2023, through  
5 December 31, 2025.

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

9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement (“CBA”) between the City and Teamsters Local Union No.  
11 117, General Unit (“Union”) (collectively, “the Parties”), on behalf of the employees  
12 represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 243 budgeted,  
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase of 2.50 percent  
16 effective retroactive to January 1, 2023; an increase of 2.75 percent effective  
17 retroactive to January 1, 2024; and an increase of 2.75 percent effective January 1,  
18 2025, and

19 WHEREAS, in addition to the general wage increases, market-based wage  
20 adjustments will be provided by classification as follows:  
21  
22  
23  
24  
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

CODE	JOB TITLE	1/1/2023	1/1/2024	7/1/2024	7/1/2025
53650	Animal Control & Compliance Officer	6.50%	3.50%	3.00%	1.50%
50160	Asphalt Plant Crew Leader	4.00%	1.50%	1.50%	1.00%
50150	Asphalt Plant Operator	4.00%	1.50%	1.50%	1.00%
52010	Carpenter	4.00%	1.00%	1.00%	0.50%
52100	Concrete Finisher Crew Leader	4.00%	1.50%	1.50%	1.00%
11010	Crime Analyst	4.00%	0.50%	1.00%	
11020	Crime Analyst, Senior	4.00%	0.50%	1.00%	
10990	Crime Program Technician	4.00%	0.50%	1.00%	
42100	Crime Scene Technician	4.00%	2.00%	1.50%	3.50%
50200	Equipment Operator	4.00%	1.00%	1.00%	0.25%
50210	Equipment Operator, Heavy	4.00%	1.00%	1.00%	0.25%
42080	Forensic Specialist	3.00%			
50410	Grounds Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50400	Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%
50470	Hydro Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%
50010	Laborer	3.00%	1.00%		0.50%
42120	Latent Print Examiner	3.00%			
52050	Painter, Industrial	4.00%	1.25%		
00160	Police Administrative Support Specialist	4.00%	1.00%		1.50%
06280	Refuse Scale Operator	4.00%	1.00%	1.00%	1.00%
06270	Solid Waste Worker	4.00%	1.00%	1.00%	1.00%
50250	Street Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50020	Street Maintenance Worker	4.00%	1.50%	1.50%	1.00%
05300	Tax & License Field Auditor	3.00%	0.25%	0.50%	0.50%
05310	Tax & License Field Auditor, Senior	3.00%	0.25%	0.50%	0.50%
05290	Tax & License Office Auditor	3.00%	0.25%	0.50%	0.50%
05250	Tax & License Compliance Officer	3.00%	0.25%	0.50%	0.50%
05270	Tax & License Compliance Officer, Lead	3.00%	0.25%	0.50%	0.50%
50230	Traffic Sign & Marking Specialist	4.00%	1.50%	1.50%	1.00%

and,

WHEREAS, in addition, the collective bargaining agreement provides for increases to the amounts paid for annual clothing and boot allowances; amends language in Article 7 regarding Union Membership and Dues to reflect legal requirements based on the Janus v. AFSCME Council 31 court case; adds an



1 application of rate of four percent for the classifications of Police Administrative  
2 Support Specialist and Latent Print Examiner when performing training, developing  
3 training plans, or participating in the evaluation process for the training provided;  
4 adds the classification of Tax & License Compliance Officer, Lead to Addendum A;  
5 and clarifies work group scheduling and seniority for division specific sections, and  
6 provides language for an emergency standby schedule to be developed, and

7 WHEREAS the CBA provides for the creation of a new classification to be  
8 titled Police Digital Evidence & Records Support Analyst; the classification will be  
9 represented by the Teamsters Local Union No. 117, General Unit, for the purposes  
10 of collective bargaining; the classification will be created with a 2023 salary range of  
11 \$25.11 to \$42.69 per hour; and, the position will be classified, overtime category "A"  
12 (eligible for overtime), and

14 WHEREAS the Parties have agreed to 2023 rates of pay for the Police  
15 Digital Evidence & Records Support Analyst, which aligns the classification with  
16 Public Disclosure Video Redaction Analyst (CSC 11430); for the remaining years of  
17 the successor CBA (2024 - 2025), the hourly rates of pay for the Police Digital  
18 Evidence & Records Support Analyst will be adjusted to match the Public  
19 Disclosure Video Redaction Analyst hourly rates of pay, step progression, and  
20 effective dates; and, this salary equity provision shall be expressly exempt from  
21 RCW 41.56.123 and shall sunset on the same date as the expiration of the  
22 successor CBA between the Parties, and

25 WHEREAS the Police Digital Evidence & Records Support Analyst is  
26 intended to be part of a new Tacoma Police Department Records Management



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

Unit; the Parties agree to meet quarterly during the implementation of that Unit to discuss any material impacts that may arise; and, those meetings will end once the implementation is complete, or when the Parties agree that no further meetings are required, whichever comes first, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of January 10, 2024, and

WHEREAS it appears in the best interests of the City that the CBA 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 three-year Collective Bargaining Agreement between the City and the Teamsters Local Union No. 117, General Unit, effective retroactive to January 1, 2023, through December 31, 2025, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

\_\_\_\_\_  
City Clerk

Approved as to form:

\_\_\_\_\_  
Deputy City Attorney

Requested by Public Utility Board  
Resolution No. U-11430