



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution - Authorize execution of a Collective Bargaining Agreement with the Teamsters Local Union No. 117, PAF Unit – December 6, 2016
DATE: November 18, 2016

SUMMARY:

A resolution authorizing execution of a 2017 – 2018 Collective Bargaining Agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, PAF Unit.

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 Teamsters Local Union No. 117, PAF Unit.

BACKGROUND:

The resolution authorizes execution of a Collective Bargaining Agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, PAF Unit. The agreement covers approximately 24 budgeted full time equivalent (FTE) positions. The contract provides for wage increases effective January 1 of 2017 and 2018 of 1 percent or 2 percent per year, based on classification. The classifications of PAF Custodian, PAF Maintenance Chief, PAF Maintenance Chief Assistant, PAF Maintenance Worker I and PAF Maintenance Worker II will be increased 1 percent per year; and the classifications of PAF Electrician and PAF HVAC Mechanic classifications will be increased by 2 percent per year.

Other changes to the agreement include modifications to the grievance language, that provides that both parties shall pay their own costs in arbitration; language increasing for the amount of paid release time for employees participating in formal bargaining; an increase of \$25 to the annual clothing and footwear allowance; removing language regarding employee enrollment in a United Employee Benefit Trust provided dental plan; and moving contract language related to time off and benefits to Appendix B.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit in good faith on behalf of the employees represented by the Teamsters Local Union No. 117, PAF Unit.

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 Budget Office.