



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, General Unit – March 1, 2016
DATE: February 17, 2016

SUMMARY:

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

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and other compensation as negotiated with the Teamsters Local Union No. 117, General Unit.

BACKGROUND:

The resolution will authorize execution of the 2015-2018 Collective Bargaining Agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, General Unit. The agreement covers approximately 196.9 budgeted full time equivalent (FTE) positions, with 150.5 FTE assigned within General Government and 46.4 FTE assigned within Tacoma Public Utilities. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on February 24, 2016, and is scheduled for consideration by the City Council as resolutions on March 8, 2016.

The agreement covers four years, and provides for a wage increase in each year of the agreement. A wage increase of 2 percent retroactive to January 1, 2015; a wage increase of 1.1 percent effective January 1, 2016; a wage increase of 2 percent effective January 1, 2017; and an increase of 2.5 percent effective January 1, 2018. In addition, the classification of Solid Waste Worker (CSC 0627) will receive a wage adjustment effective January 1, 2015, of 5 percent with the removal of a 5 percent application of rate; and effective July 1, 2016, the classifications of Carpenter (CSC 5201) and Industrial Painter (CSC 5205) will increase by 1.5 percent, and Crime Analyst (CSC 1101) and Senior Crime Analyst (CSC 1102) will be increased by 2 percent.

Other changes to the agreement include an expanded and enumerated management rights clause; language limiting the amount of paid release time for employees who participate in bargaining before sessions will be held after work hours; resolution regarding how employees that are improperly denied an overtime assignment will be given an opportunity to work a later assignment of the same duration as the missed overtime opportunity; 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 on behalf of the employees represented by the Teamsters Local Union No. 117, General 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.