



## RESOLUTION NO. 40461

1 A RESOLUTION designating the Recycle Reset Project as a special project of  
2 limited duration; and designating general salary classifications and benefits  
3 for persons employed on the project, pursuant to Section 1.24.187 of the  
Tacoma Municipal Code and Section 6.1(h) of the Tacoma City Charter.

4 WHEREAS it is the desire of the City to designate the Recycle Reset Project  
5 as a special project of limited duration, and

6 WHEREAS the City's Solid Waste Utility provides for the collection of  
7 residential recyclable materials as a waste reduction measure by collecting and  
8 disposing of recyclable material to be transformed into usable or marketable  
9 products, and  
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11 WHEREAS market conditions related to disposal of recyclable materials  
12 have resulted, for the foreseeable future, in increased processing and shipping  
13 costs, together with a significant decline in revenues derived from the disposal of  
14 recyclable material, and  
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16 WHEREAS high contamination rates of materials collected in the  
17 commingled recycling system have contributed to the decrease in value and  
18 marketability of the recyclable materials, and  
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20 WHEREAS the Solid Waste Management Division of the Environmental  
21 Services Department ("ES Department") developed four proposals to address the  
22 impact of the current market conditions upon the City's recycling program, and  
23 sought feedback from the community through community engagement, including  
24 focus groups, media coverage, social media, distribution of information through  
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community partnerships, community events, Neighborhood Council meetings, and a multi-lingual community survey, and

WHEREAS as a result of this feedback, the ES Department made its recommendation for the program in its presentations to the City Council at the Study Sessions of June 11, 2019, and August 13, 2019, and

WHEREAS the recommendation includes changes to the residential curbside recycling collection system to remove items from the commingled recycling collection that contribute to the contamination of recyclable materials, and changes to the residential curbside glass collection system to reduce costs and reduce environmental impacts, and

WHEREAS the recommendation includes increased education measures to inform customers about the changes to the recycling system and to inform customer behavior change to reduce contamination in the recycling system, which is proposed to be accomplished with a multi-faceted public engagement campaign including focus groups, meetings, tabling at events, development of new educational materials and programs, and targeted door-to-door canvassing, and

WHEREAS the project will require temporary employees for a limited duration, pursuant to Section 1.24.187 of the Tacoma Municipal Code (“TMC”) and Section 6.1(h) of the Tacoma City Charter; Now, Therefore,

**BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA;**

Section 1. That the Recycle Reset Project is hereby designated as a special project.



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Section 2. That, in accordance with TMC 1.24.187 and Tacoma City Charter Section 6.1(h), employees who have been hired or may be hired for the special project designated herein shall be unclassified special project employees as of the date of hire.

Section 3. That the salaries and classifications set forth in the Compensation Plan for permanent employees, or the closest classifications, shall be applied, contingent upon funding, to similar positions of the special project, which positions may include, but are not limited to, management analyst II, project specialist, solid waste worker, customer service representative, and laborer. The Compensation Plan is, by this reference, incorporated herein as if fully set forth.

Section 4. That employees who have been hired or may be hired to work on the special project designated herein as special project employees shall receive benefits, all in accordance with and pursuant to the provisions of the Compensation Plan of the City of Tacoma and shall participate in the City's Retirement System; provided, however, that the special project employees hired to work on the identified special project shall not be eligible for longevity pay.

Section 5. That, inasmuch as the positions to be filled pursuant to this resolution are of a temporary nature and are unique in that they pertain only to the aforementioned special project, they are deemed unclassified, temporary positions of a limited duration; and persons so employed in such positions shall have no claim to further or continued employment with the City of Tacoma after cessation of such special project or after cessation of activities funded by said program, except pursuant to their obtaining status as regular City of Tacoma employees under the



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provisions of the Tacoma Municipal Code or pursuant to further action of the City Council relating to this special project.

Section 6. That all acts by agents or employees of the City consistent herewith are hereby ratified.

Section 7. That the City Manager is hereby authorized to direct the appropriate City officers to proceed with the necessary actions for the completion of this special project.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:  
\_\_\_\_\_  
City Clerk

Approved as to form:  
\_\_\_\_\_  
Deputy City Attorney