



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Resolution authorizing execution of a tentative agreement with Professional and Technical Employees, Local 17 – September 24, 2013
DATE: September 9, 2013

SUMMARY:

A resolution authorizing the execution of a Letter of Agreement negotiated between the City of Tacoma and the Professional and Technical Employees, Local 17.

BACKGROUND:

Resolution 38379, adopted November 29, 2011, authorized the execution of the 2011 – 2014 collective bargaining agreement between the City of Tacoma and the Professional and Technical Employees, Local 17, on behalf of the employees represented by said Union. The bargaining unit currently consists of approximately 258.9 budgeted, full-time equivalent (FTE) positions.

The proposed Letter of Agreement replaces language in the collective bargaining agreement which provides for a market-based wage adjustment for 2013. The agreement provides that wages effective January 1, 2013, for all classifications in the bargaining unit, except those as noted below, shall increase by 5 percent. This flat rate adjustment shall be in lieu of the market increase for 2013.

- 1) All employees covered by the collective bargaining agreement shall receive a \$1,000, lump sum payment as provided in the tentative agreement;
- 2) The classification of Sewer Transmission Systems Maintenance Supervisor, CSC 5030 shall not receive an increase, as it has been repurposed;
- 3) The title of the classification of Environmental Lab Analyst changes to Environmental Lab Scientist II; Senior Environmental Lab Analyst changes to Environmental Lab Scientist III; and Lab Technician changes to Lab Assistant;
- 4) A new classified title of Environmental Lab Scientist I is created, and the top step of the pay range set equally between the top step of the Lab Assistant and Environmental Lab Scientist II
- 5) The 5 percent increase for Collections Systems Worker, CSC 5007, will be effective March 7, 2013, and the pay range reduced from a 21 step to a 5 step range; employees in this classification shall receive an additional lump sum as provided in the tentative agreement as a non-precedent setting settlement; and effective March 7, 2013 any applicable longevity will be applied.

ISSUE:

Authorize execution of the tentative agreement that provides for 2013 rates of pay and compensation for employees represented by the Professional and Technical Employees, Local 17.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the execution of this agreement.

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Budget Office.