



## Legislation Passed March 26, 2024

The Tacoma City Council, at its regular City Council meeting of March 26, 2024, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

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### **Resolution No. 41387**

A resolution authorizing the execution of a Letter of Agreement with the Tacoma Joint Labor Committee regarding standby rates.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

### **Resolution No. 41388**

A resolution authorizing the execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, retroactive to January 1, 2023, through December 31, 2025.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

### **Resolution No. 41389**

A resolution authorizing the execution of a Collective Bargaining Agreement with District Lodge No. 160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit, retroactive to January 1, 2024, through December 31, 2026.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

### **Resolution No. 41390**

A resolution authorizing the execution of a Collective Bargaining Agreement with District Lodge No. 160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, General Unit, retroactive to January 1, 2024, through December 31, 2026.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

### **Resolution No. 41391**

A resolution authorizing the execution of a Collective Bargaining Agreement with District Lodge No. 160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit, retroactive to January 1, 2024, through December 31, 2026.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

**Ordinance No. 28959**

(First and Final Reading) An ordinance approving and confirming the Final Assessment Roll for Local Improvement District No. 8642, which provided for the construction of permanent pavement and the installation of concrete curbs and gutters, and storm water catch basins where needed at the following locations:

- 1) Mullen Street from North 42nd Street to North 43rd Street,
- 2) North 40th Street from Baltimore Street to Bennett Street,
- 3) Mason Avenue from North 35th Street to North 36th Street,
- 4) Cheyenne Street from North 37th Street to North 38th Street, and
- 5) Fir Street from North 15th Street to North 17th Street.

[Jeff H. Capell, Hearing Examiner]



## RESOLUTION NO. 41387

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a  
2 Letter of Agreement negotiated between the City of Tacoma and the Tacoma  
3 Joint Labor Committee, regarding standby pay rates.

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

7 WHEREAS the City and the Tacoma Joint Labor Committee (“the parties”)  
8 have negotiated a Letter of Agreement (“LOA”) to various Collective Bargaining  
9 Agreements (“CBAs”) regarding standby pay rates, and

10 WHEREAS the Unions which comprise the Tacoma Joint Labor  
11 Committee are: Professional & Technical Employees, Local 17; Tacoma  
12 Firefighters, Local 31; Teamsters Local Union No 117; Washington State  
13 Council of County and City Employees, Local 120; International Association of  
14 Machinists & Aerospace Workers, District 160; Teamsters Local 313; and  
15 International Brotherhood of Electrical Workers, Local 483, and

16 WHEREAS, through applicable CBAs with individual Joint Labor member  
17 unions, and in accordance with Tacoma Municipal Code 1.12.180, the City has  
18 for many years provided employees with additional compensation in recognition  
19 of responsibilities when assigned to “standby” status, and

20 WHEREAS the City and the Tacoma Joint Labor Committee have met  
21 and expressed a shared desire to: 1) Ensure consistency and standardization  
22 of standby rates of pay across all Joint Labor member unions; 2) Delegate  
23 specific work rules (such as the assignment procedures, frequency, duration,  
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1 and obligation of standby assignments) to individual CBAs; 3) Increase standby  
2 rates of pay to meet the business needs of City Departments and compensate  
3 employees for the responsibilities of serving on standby; and 4) Provide those  
4 bargaining units with closed collective bargaining agreements the opportunity to  
5 access this standardized standby rate of pay prior to the re-opening of their  
6 CBAs, and

7 WHEREAS the LOA provides for the addition to the 2023-2024 Tacoma  
8 Joint Labor Agreement of a new section titled "Standby Rates," and

9 WHEREAS bargaining units which, through their individual CBAs,  
10 elected the standby rate provided for by this section shall receive the increases  
11 as set forth herein, and

12 WHEREAS, effective retroactive to January 1, 2024, the standby rate of  
13 pay shall increase to three dollars and seventy-five cents (\$3.75) for each hour  
14 so assigned; and

15 WHEREAS, effective January 1, 2025, the standby rate of pay shall  
16 increase to four dollars and fifty cents (\$4.50) for each hour so assigned, and

17 WHEREAS the parties agree not to re-open or make proposals regarding  
18 the 2025 standby rate of pay during successor negotiations to the 2023-2024  
19 Tacoma Joint Labor Agreement, and

20 WHEREAS the parties further acknowledge that changes to the 2026  
21 standby rates of pay are a mandatory subject of bargaining during successor  
22 negotiations to the 2023-2024 Tacoma Joint Labor Agreement, and

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WHEREAS it appears in the best interest of the City that the LOA negotiated by the Tacoma Joint Labor Committee 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 LOA negotiated between the City of Tacoma and the Tacoma Joint Labor Committee, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted \_\_\_\_\_

\_\_\_\_\_  
Mayor

Attest:

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

Approved as to form:

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



## RESOLUTION NO. 41388

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and the  
3 International Brotherhood of Electrical Workers, Local 483, Water Pollution  
4 Control Unit, consisting of 48 budgeted full-time equivalent positions,  
5 retroactive to January 1, 2023, through 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 the International Brotherhood  
11 of Electrical Workers, Local 483, Water Pollution Control Unit (“Union”), on behalf of  
12 the employees represented by said Union, and

13 WHEREAS the bargaining unit consists of approximately 48 budgeted,  
14 full-time equivalent (“FTE”) positions, and

15 WHEREAS the CBA will provide for a wage increase of 2.5 percent  
16 retroactive to January 1, 2023; and effective retroactive to January 1, 2024, and  
17 effective January 1, 2025, a wage increase of 2.75 percent will be provided, and

18 WHEREAS the agreement also provides for the following market-based  
19 wage adjustments to be provided by classification as follows:  
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21 <b>Classification</b>	<b>January 1, 2023</b>	<b>January 1, 2024</b>	<b>January 1, 2025</b>
22 Environmental Systems Tech	1.75%	2.50%	2.50%
23 Landfill Gas Systems Operator	1.75%	2.50%	2.50%
24 WWTP Electrician/Instrumentation Tech	3.00%	5.00%	2.75%
WWTP Operator	3.50%	4.00%	3.00%
WWTP Operator, Senior	4.00%	4.50%	2.50%

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WHEREAS, in addition, for the Biosolids Coordinator classification, in acknowledgement of: 1) making certifications required; 2) incorporating the certification pay into the base rate of pay in 2024; and 3) eliminating additional certification pay described in Section 14.1.C, the City will provide additional retroactive and future adjustments as follows:

Classification	January 1, 2023	January 1, 2024	January 1, 2025
Biosolids Coordinator	1.75%	2.5% + 5.0%	2.50%

and,

WHEREAS other changes to the agreement include revisions to the Union Membership and Dues article to conform to the Janus decision; language clarifying employee upgrades, pay for time worked on a holiday, and holiday scheduling; a certification incentive of two percent for a Wastewater Treatment Plant Operator holding a WWTP Operator 2 certification; language requiring a Biosolids Coordinator to complete two certifications prior to advancing to Step 5; and language allowing employees to combine their two 15-minute rest breaks with their 30-minute meal break, as long as the practice does not result in operational inefficiency, 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 International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, effective



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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





## RESOLUTION NO. 41389

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and District  
3 Lodge No.160, on behalf of Local Lodge No. 297 of the International  
4 Association of Machinists and Aerospace Workers, Yard Clerk Unit,  
5 consisting of 6 budgeted full-time equivalent positions, effective retroactive to  
6 January 1, 2024, through December 31, 2026.

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

10 WHEREAS this resolution allows for the execution of a three-year Collective  
11 Bargaining Agreement (“CBA”) between the City and District Lodge No.160, on  
12 behalf of Local Lodge No. 297 of the International Association of Machinists and  
13 Aerospace Workers, Yard Clerk Unit (“Union”), on behalf of the employees  
14 represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately 6 budgeted,  
16 full-time equivalent positions, and

17 WHEREAS, effective retroactive to January 1, 2024, the CBA will provide for  
18 a wage increase of 4 percent; effective January 1, 2025, an increase of 4 percent;  
19 and effective January 1, 2026, an increase of 2 percent will be provided, and

20 WHEREAS each Yard Clerk employed on the date of union ratification will  
21 receive a lump sum payment of \$2000, and

22 WHEREAS other changes include: 1) incorporation of the Juneteenth holiday  
23 into the CBA; 2) adding language to provide that a Yard Clerk promoted from a  
24 position that has the provision of City paid retiree medical will carry that benefit  
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forward with them to the Yard Clerk classification; 3) a change to the method for an annual PTO cash out to be consistent with TMC 1.12.248.B.5(e); and 4) the addition of a Voluntary Employee Beneficiary Association (“VEBA”) for eligible Yard Clerk employees, and

WHEREAS eligible Yard Clerk employees are those that do not have the provision of City paid retiree medical coverage and the employer will provide a lump sum payment for the eligible employees to VEBA based on the employee’s years of aggregate service multiplied by the 2024 monthly medical reported plan value, and

WHEREAS the eligible employees will also make a bi-weekly contribution of \$100 to the VEBA and contribute the value of their unused PTO upon retirement, and that amount can only be changed no more than once per year, with 30 days’ notice, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of March 13, 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:

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That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and District Lodge No.160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit, effective retroactive to January 1, 2024, through December 31, 2026, 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-11445



## RESOLUTION NO. 41390

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and District  
3 Lodge No.160, on behalf of Local Lodge No. 297 of the International  
4 Association of Machinists and Aerospace Workers, General Unit, consisting  
of 91 budgeted full-time equivalent positions, effective retroactive to  
January 1, 2024, through December 31, 2026.

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

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9 WHEREAS this resolution allows for the execution of a three-year Collective  
10 Bargaining Agreement (“CBA”) between the City and District Lodge No.160, on  
11 behalf of Local Lodge No. 297 of the International Association of Machinists and  
12 Aerospace Workers, General Unit (“Union”), on behalf of the employees  
13 represented by said Union, and

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15 WHEREAS the bargaining unit consists of approximately 91 budgeted,  
16 full-time equivalent positions, and

17 WHEREAS, effective retroactive to January 1, 2024, the CBA will provide for  
18 a wage increase of 2.75 percent; effective January 1, 2025, an increase of 2.75  
19 percent will be provided; and effective January 1, 2026, an increase of 3 percent  
20 will be provided, and

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22 WHEREAS in addition to the general wage increases, the following wage  
23 adjustments will be provided to address market and/or compression factors:  
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Code	Job Title	1/1/2024	1/1/2025	1/1/2026
53320	Equipment Mechanic, Heavy	5.00%	8.00%	3.25%
53100	Fabrication Welder	5.00%	0.25%	
53350	Fire & Marine Diesel Mechanic	5.90%	8.00%	3.25%
53360	Fire & Marine Shop Supervisor	6.00%	8.00%	3.25%
53120	Machinist	5.00%	8.00%	2.25%
53380	Solid Waste Mechanic	5.00%	2.00%	
53300	Vehicle & Equipment Shop Attendant	2.00%		
53340	Vehicle & Equipment Shop Supervisor	5.00%	1.00%	
50990	WWTP Assistant	2.00%		
51050	WWTP Maintenance Machinist	5.00%	1.50%	
51060	WWTP Maintenance Machinist, Senior	5.00%	1.50%	
51110	WWTP Maintenance Technician	4.10%	1.50%	

WHEREAS other changes include: 1) revising the contract language section for union membership and dues to conform with the Janus decision; 2) adding clarifying language regarding response to emergency calls and texts; and 3) the addition of an application of rate for a Heavy Equipment Mechanic when performing an inspection requiring a NGVi CNG Fuel System Inspector certification; an application of rate for a WWTP Maintenance Technician, WWTP Maintenance Machinist, or Solid Waste Mechanic when operating a boom truck; and an increase to the application of rate from 2 percent to 5 percent for a Fire & Marine Diesel Mechanic for holding an International Organization for Fluid Power and Motion Control Professionals Mobile Hydraulics certification, and

WHEREAS the CBA also provides that standby pay shall be compensated at the rate prescribed by the Joint Labor Committee Agreement, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of March 13, 2024, and



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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 District Lodge No.160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, General Unit, effective retroactive to January 1, 2024, through December 31, 2026, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

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Mayor

Attest:

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City Clerk

Approved as to form:

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

Requested by Public Utility Board  
Resolution No. U-11443



## RESOLUTION NO. 41391

1 A RESOLUTION related to collective bargaining; authorizing the execution of a  
2 three-year Collective Bargaining Agreement between the City and District  
3 Lodge No.160, on behalf of Local Lodge No. 297 of the International  
4 Association of Machinists and Aerospace Workers, Rail Mechanics Unit,  
5 consisting of 15 budgeted full-time equivalent positions, effective retroactive  
6 to January 1, 2024, through December 31, 2026.

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

10 WHEREAS this resolution allows for the execution of a three-year Collective  
11 Bargaining Agreement (“CBA”) between the City and District Lodge No.160, on  
12 behalf of Local Lodge No. 297 of the International Association of Machinists and  
13 Aerospace Workers, Rail Mechanics Unit (“Union”), on behalf of the employees  
14 represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately 15 budgeted,  
16 full-time equivalent positions, and

17 WHEREAS, effective retroactive to January 1, 2024, the CBA will provide for  
18 a wage increase of 2.75 percent, plus a 2.25 percent market adjustment for a total  
19 increase of 5 percent; effective January 1, 2025, a wage increase of 2.75 percent,  
20 plus a 2.25 percent market adjustment for a total increase of 5 percent will be  
21 provided; and effective January 1, 2026, a wage increase of 3 percent, plus a 2  
22 percent market adjustment for a total increase of 5 percent will be provided, and

23 WHEREAS other changes include: 1) an increase to the amount paid for an  
24 annual safety footwear allowance from \$350 to \$400; 2) the addition of a  
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reimbursement provision for prescription safety eyewear up to \$225; 3) clarification of language around the annual vacation bidding process; and 4) the addition of language that requires an employee to provide a minimum of 1 hour notice of an absence in order to qualify for a mandatory paid sick leave designation, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of March 13, 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 District Lodge No.160, on behalf of Local Lodge No. 297 of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit, effective





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retroactive to January 1, 2024, through December 31, 2026, said document to be substantially in the form of the agreement on file in the office of the City Clerk.

Adopted \_\_\_\_\_

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Mayor

Attest:

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

Approved as to form:

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Deputy City Attorney

Requested by Public Utility Board  
Resolution No. U-11444



# ORDINANCE NO. 28959

L.I.D. No. 8642

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AN ORDINANCE relating to Local Improvement Districts; approving and confirming the assessment and assessment roll certified to the City Council by the Director of Public Works on October 9, 2023, for the cost of the improvements in Local Improvement District No. 8642 in the City of Tacoma, pursuant to Ordinance No. 27500, passed June 20, 2006; and providing for the disposition of the moneys collected upon said assessment.

WHEREAS the assessment roll for Local Improvement District No. 8642 has been prepared and filed with the City Clerk on October 9, 2023, and a public hearing thereon has been held before the Hearing Examiner of the City on February 1, 2024, as required by law, and

WHEREAS the Hearing Examiner has reported his recommendation to the City Council that any objections presented at the public hearing be overruled and that the assessment and assessment roll be confirmed, and the City Council hereby adopts the Hearing Examiner’s recommendation; Now, Therefore,

**BE IT ORDAINED BY THE CITY OF TACOMA:**

Section 1. That any objections to the assessment or assessment roll are overruled and that the assessment and assessment roll certified to the City Council by the Director of Public Works on October 9, 2023, for the cost of constructing permanent pavement and the installation of concrete curbs and gutters, storm drain lines, and storm water catch basins on Mullen Street from North 42nd Street to North 43rd Street (Segment 1), North 40th Street from Baltimore Street to Bennett Street (Segment 2), Mason Avenue from North 35th Street to North 36th Street (Segment 3), Cheyenne Street from North 37th Street to North 38th Street (Segment 4), and Fir Street from North 15th Street to North 17th Street



1 (Segment 5), constituting Local Improvement District No. 8642 in the City, pursuant  
2 to Ordinance No. 27500, passed June 20, 2006, and the levy and charge of the  
3 cost of the improvement as shown upon the assessment roll and thereby  
4 apportioned upon the adjoining, contiguous, and proximate lots and parcels of land  
5 specially benefited, in accordance with the laws of the state of Washington and  
6 ordinances of the City, are hereby approved and confirmed in all respects and the  
7 City Treasurer is hereby directed to collect the assessment, which may be paid  
8 without interest, penalty, or cost within 30 days after due notice shall have been  
9 given to the owners of the property within the assessment district by publication, in  
10 the manner provided by law; and, if the assessment is not paid within 30 days from  
11 the date of the first publication of the notice, the same shall bear interest thereafter  
12 at the estimated rate of 5.5 percent per annum, the actual interest rate to be fixed  
13 by the ordinance authorizing the issuance and sale of bonds for this district.  
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17 Section 2. That the moneys collected upon the assessment, approved  
18 and confirmed by this ordinance, are hereby ordered to be placed in Local  
19 Improvement Fund, District No. 8642, the special fund created by Ordinance  
20 No. 27500. Under the provisions of the laws of the state of Washington and  
21 amendments thereto, and this ordinance, there shall be issued a warrant, or  
22 warrants, or installment note, or notes, in payment of the cost and expense of  
23 District No. 8642 payable out of said local improvement district fund. Such  
24 warrants or notes shall bear interest at the estimated rate of 5.5 percent per  
25 annum, the actual interest rate to be fixed by the ordinance authorizing the  
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1 issuance and sale of bonds for this district; and shall be redeemed in cash from  
2 said local improvement district fund or by other warrants or notes, and the  
3 warrants or notes shall be sold, as provided by law, by the proper officers of the  
4 City of Tacoma at private sale, and the proceeds thereof shall be applied in  
5 payment of the cost and expense of the improvement.  
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7 Passed \_\_\_\_\_  
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10 Mayor

11 Attest:  
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14 City Clerk

15 Approved as to form:  
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18 Deputy City Attorney  
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