



**City of Gig Harbor
City Council Meeting Agenda Bill**

Meeting Date: January 10, 2022

SUBJECT: Approving Memorandum of Understanding with Teamsters Local No.117

SUBMITTED BY: Tony Piasecki, Interim City Administrator

DEPARTMENT: Administration

PHONE: 851-6127

PURPOSE & RECOMMENDATION: The purpose of this agenda bill is to request Council to approve the attached Memorandum of Understanding (MOU) with Teamsters Local 117. Administration recommends approval.

PROPOSED MOTION: Move to approve the Memorandum of Understanding with Teamsters Local 117.

BACKGROUND INFORMATION: In December 2020, the City and the Non-Supervisors Union Teamsters Local 117 entered into a Collective Bargaining Agreement (CBA) for the time period January 2021 through December 2023. The CBA called for a cost-of-living adjustment (COLA) for 2022 equal to the CPI-W of June 2021, with the COLA being at least 1.0% but no more than 2.5%. For 2023, the formula is the same, with the base month being June 2022.

The City has recently (January 10, 2022) entered into a new CBA with the with the Supervisor Union that calls for a maximum COLA for 2022 and 2023 of 3.5%. Staff was directed to offer this increase COLA maximum to the Non-Supervisors Union (and the non-represented employees) because inflation has been (and is projected to be) much higher than what was anticipated when the Non-Supervisors Union CBA was adopted. In addition, providing a larger COLA allows these employees' wages to keep up with their colleagues in other cities and keeps the City competitive as we look to fill vacancies. Finally, the Council has indicated that it wants to maintain financial equality between employee groups whenever possible.

The Council also directed that the non-represented employees be given the same additional 1.0% COLA for 2022. The Police Union employees are receiving a 4.0% COLA.

FISCAL CONSIDERATION: The cost of this additional 1.0% additional COLA for the non-supervisor employees and non-represented employees is \$72,390. This includes the benefits that are a percentage of wages paid (for example retirement contributions. Funds needed to implement this increase COLA are available in the 2022 budget.

BOARD/COMMISSION/COMMITTEE RECOMMENDATION: N/A

ATTACHMENTS:

1. Memorandum of Understanding with Teamsters Local No. 117 Representing the General Non-Supervisory Unit
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REVIEWED BY:

- Mayor
- City Administrator
- City Attorney – N/A

- Finance Director – N/A
- Department Head – N/A

MEMORANDUM OF UNDERSTANDING

Between

CITY OF GIG HARBOR

and

TEAMSTERS LOCAL UNION NO. 117 – NON-SUPERVISORY UNIT

This Memorandum of Understanding (“MOU”) is entered into by and between the City of Gig Harbor (“City”) and Teamsters Local Union No. 117 representing the non-supervisory bargaining unit (“Union”).

WHEREAS, the City and the Union are parties to a collective bargaining agreement (“CBA”) in effect through 2023 containing general cost of living increases for 2022 and 2023; and

WHEREAS, the City desires to enhance the formula for employee wage increases for 2022 and 2023 in consideration of recent unanticipated and significant increases to the cost of living;

NOW, THEREFORE, the parties agree as follows:

1. Article 2 Section A of the CBA is hereby amended as follows:

Effective January 1, 2022, employees shall receive a cost-of-living increase of 100% of the June 2020 to June 2021 Seattle-Tacoma-Bellevue CPI-W of no less than one percent (1%) and no more than three and one-half percent (3.5%).

Effective January 1, 2023, employees shall receive a cost-of-living increase of 100% of the June 2021 to June 2022 Seattle-Tacoma-Bellevue CPI-W of no less than one percent (1%) and no more than three and one-half percent (3.5%).

2. This MOU shall be effective when signed by both parties. This MOU does not establish a past practice and shall not be cited as a precedent in any future dispute or grievance between the parties.

CITY OF GIG HARBOR

TEAMSTERS LOCAL UNION NO. 117

TRACIE MARKLEY, MAYOR



JOHN SCEARCY
SECRETARY – TREASURER

DATE

December 30, 2021

DATE

Attachment A

2022 Salary Range
Non-Supervisory Personnel

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Senior Engineer	\$94,917	\$98,002	\$101,187	\$104,476	\$107,871	\$111,377	\$114,997	\$118,734
Associate Engineer	\$87,778	\$90,631	\$93,576	\$96,617	\$99,757	\$102,999	\$106,347	\$109,803
Project Engineer	\$87,778	\$90,631	\$93,576	\$96,617	\$99,757	\$102,999	\$106,347	\$109,803
Senior Accountant	\$87,554	\$90,399	\$93,337	\$96,370	\$99,502	\$102,736	\$106,075	\$109,523
Senior Planner	\$87,502	\$90,346	\$93,282	\$96,314	\$99,444	\$102,676	\$106,013	\$109,458
Infrastructure Systems Engineer	\$78,966	\$81,532	\$84,182	\$86,918	\$89,743	\$92,660	\$95,671	\$98,780
Assistant Building Official / FM	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Field Supervisor	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Construction Supervisor	\$77,376	\$79,891	\$82,487	\$85,168	\$87,936	\$90,794	\$93,744	\$96,791
Senior WWTP Operator	\$72,847	\$75,215	\$77,660	\$80,183	\$82,789	\$85,480	\$88,258	\$91,127
GIS Coordinator	\$71,277	\$73,594	\$75,985	\$78,455	\$81,005	\$83,637	\$86,356	\$89,162
Payroll / Benefits Administrator	\$71,084	\$73,394	\$75,779	\$78,242	\$80,785	\$83,410	\$86,121	\$88,920
Associate Planner	\$70,012	\$72,287	\$74,637	\$77,062	\$79,567	\$82,153	\$84,823	\$87,580
Construction Inspector	\$68,308	\$70,528	\$72,821	\$75,187	\$77,631	\$80,154	\$82,759	\$85,449
Building Inspector/Plans Reviewer	\$68,308	\$70,528	\$72,821	\$75,187	\$77,631	\$80,154	\$82,759	\$85,449
Executive Assistant	\$67,289	\$69,476	\$71,734	\$74,065	\$76,472	\$78,958	\$81,524	\$84,173
Mechanic	\$66,055	\$68,201	\$70,418	\$72,707	\$75,069	\$77,509	\$80,028	\$82,629
WWTP Operator	\$65,168	\$67,286	\$69,473	\$71,731	\$74,062	\$76,469	\$78,955	\$81,521
Engineering Technician	\$64,637	\$66,738	\$68,907	\$71,146	\$73,459	\$75,846	\$78,311	\$80,856
Building Maintenance Technician	\$64,118	\$66,202	\$68,353	\$70,575	\$72,868	\$75,236	\$77,682	\$80,206
Information Systems Assistant	\$63,231	\$65,286	\$67,408	\$69,598	\$71,860	\$74,196	\$76,607	\$79,097
WWTP Collection Systems Tech II	\$60,955	\$62,936	\$64,982	\$67,094	\$69,274	\$71,526	\$73,850	\$76,251
Assistant Planner	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Code Enforcement Officer	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Permit Coordinator	\$60,762	\$62,737	\$64,776	\$66,881	\$69,054	\$71,299	\$73,616	\$76,008
Community Services Officer	\$60,222	\$62,180	\$64,200	\$66,287	\$68,441	\$70,666	\$72,962	\$75,334
Finance Technician	\$59,243	\$61,168	\$63,156	\$65,209	\$67,328	\$69,516	\$71,775	\$74,108
Utility Billing Technician	\$59,243	\$61,168	\$63,156	\$65,209	\$67,328	\$69,516	\$71,775	\$74,108
Planning Technician	\$58,937	\$60,852	\$62,830	\$64,872	\$66,980	\$69,157	\$71,404	\$73,725
Administrative Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Community Development Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Public Works Assistant	\$57,610	\$59,483	\$61,416	\$63,412	\$65,473	\$67,601	\$69,798	\$72,066
Police Services Specialist	\$49,820	\$51,439	\$53,110	\$54,837	\$56,619	\$58,459	\$60,359	\$62,320
Court Clerk	\$49,146	\$50,743	\$52,393	\$54,095	\$55,853	\$57,669	\$59,543	\$61,478
Custodian	\$48,973	\$50,565	\$52,208	\$53,905	\$55,657	\$57,466	\$59,333	\$61,262
Public Works / Utility Billing Clerk	\$48,943	\$50,533	\$52,176	\$53,871	\$55,622	\$57,430	\$59,296	\$61,223
Community Development Clerk	\$48,943	\$50,533	\$52,176	\$53,871	\$55,622	\$57,430	\$59,296	\$61,223
Laborer	\$46,505	\$48,016	\$49,577	\$51,188	\$52,852	\$54,570	\$56,343	\$58,174

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Technician	\$57,178	\$59,037	\$60,955	\$62,936	\$64,982	\$67,094	\$69,274	\$71,526	\$73,850	\$76,251

The parties agree to continue the combination of Maintenance Technician I and II ranges. Employees will not be able to exceed the mid-range of this classification until they have been with the City for at least 5 years and have achieved goals, licenses and/or certifications. This classification requires a CDL Class B license with a Tanker Endorsement. Employees who do not have this required license must obtain it within 18 months.

WWTP - Operator In Training (OIT)	\$63,117
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OIT is an automatic progression into WWTP Operator once employee receives Group 1 Certification.

Updated 1/5/2022