



# TACOMA HOUSING AUTHORITY

## RESOLUTION 2010-8-25 (4)

DATE: August 16, 2010  
TO: THA Board of Commissioners  
FROM: Michael Mirra  
Executive Director  
RE: Approval of 1.5% Salary Increase for Pierce County Trades Council Employees

### **Background**

On August 3, 2010, THA's maintenance staff who constitute the bargaining unit represented by the Pierce County, Washington Building and Trades Council voted to ratify the 1.5% wage increase that representatives of the Council and THA negotiated. I now present a resolution to the Board that would authorize me to sign the Agreement on THA's behalf. I recommend that the Board do so.

This agreement was as a result of the salary and insurance benefit opener called for in the current Trades Council Collective Bargaining Agreement (CBA). I attach the revised Schedule A. No changes in insurance benefits were made. This is the only opener in the current CBA which expires on May 31, 2011. Negotiations for the new CBA will begin in March 2011.

### **Recommendation**

I strongly recommend the Board's approval of the resolution. This agreement gives recognition to our maintenance staff for their year of hard work while at the same time controls costs in ways that are necessary for the agency's survival. The agreement also reaffirms THA's commitment to providing competitive wages and benefits.

I am also pleased to report that the effort to bargain this agreement was constructive, respectful and collaborative. It leaves THA and the Trades Council with a productive relationship that should help us both move forward into the future.



# TACOMA HOUSING AUTHORITY

## RESOLUTION 2010-8-25 (4)

### APPROVAL OF 1.5% SALARY INCREASE AGREEMENT WITH PIERCE COUNTY TRADES COUNCIL

A RESOLUTION of the Board of Commissioners of the Housing Authority of the City of Tacoma

**Whereas**, The collective bargaining agreement between the Tacoma Housing Authority (THA) and the Pierce County, Washington Building and Trades Council called for a salary and insurance benefit opener in 2010;

**Whereas**, THA and the Trades Council have reached an agreement on a new salary range, a copy of which staff have presented to the Board of Commissioners;

**Whereas**, On August 3, 2010, the THA staff in the bargaining unit that the employees represented by the Trades Council have voted to ratify the salary increase agreement; and

**Whereas**, The Board of Commissioners finds that the salary increase for maintenance staff is fair and reasonable and that it would serve THA's interests;

***Resolved by the Board of Commissioners of the Housing Authority of the City of Tacoma, Washington as follows:***

1. The Board authorizes the Executive Director to execute the 1.5% salary increase agreement with the Pierce County, Washington Building and Trades Council.

Approved: August 25, 2010

  
Chairman

**SCHEDULE A  
MAINTENANCE SPECIALIST WAGE SCALE**

COMPETENCY PROGRESSION	WAGE PER HOUR	July 1, 2008	July 1, 2009	July 10, 2010
		3% increase	3% increase	1.5% increase
Minimum of 1 required competency	\$15.0000	\$15.4500	\$15.9135	\$16.1522
Minimum of 2 required competencies	\$16.0000	\$16.4800	\$16.9744	\$17.2290
Minimum of 3 required competencies	\$16.5000	\$16.9950	\$17.5049	\$17.7675
Minimum of 4 required competencies	\$17.0000	\$17.5100	\$18.0353	\$18.3038
Minimum of 5 required competencies	\$18.0000	\$18.5400	\$19.0962	\$19.3826
Top of Range	\$20.5000	\$21.1150	\$21.7485	\$22.0747

In addition to the above wage rates, effective January 1, 2009 and for the duration of this contract, the Employer will also pay a wage supplement amount equal to \$1.13 (one dollar and thirteen cents) per hour for each bargaining unit employee covered by this Agreement. This wage supplement will not be increased by the three percent (3%) wage increase effective July 1, 2009 or by any other general wage increase negotiated to be effective during the life of this Agreement. This wage supplement amount is subject to adjustment due to health insurance increases as provided in Section 7.3.

The required competencies are in the areas of (1) Construction, (2) Maintenance, (3) Hardware, (4) Plumbing and (5) Safety, Customer Relations and Human Relations. The Employer reserves the right to establish the competencies and requirements for this position.

Current employees will be assessed using the new methodology created in conjunction with Bates Technical College or other reasonably comparable contractor. The assessments will be performed after the new assessment methods are finalized. Once assessed, employees will be placed within the wage scale based on their assessed competencies, provided that no employee will take a reduction in pay. Any wage increase required by the assessment results will be reflected in the employee's paycheck for the next pay period. The Employer will conduct annual assessments for all employees who have not been previously assessed or who have not achieved all five competencies. If the Employer determines through a reassessment that an employee has acquired more of the required job competencies, that employee will progress as defined in the wage scale. New employees will be assessed upon hire and placed within the range according to the results of the assessment.

The above schedule is solely for the purpose of wage progression and does not set a schedule, timeline or deadline to acquire required competencies. Employees whom the Employer determines do not attain the competencies may be subject to progressive disciplinary action that may eventually result, if not corrected, in dismissal.

8/10/10  
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**FOR THE EMPLOYER:**  
HOUSING AUTHORITY OF THE CITY OF  
TACOMA

*Michael Mirra*  
Michael Mirra  
Executive Director

**FOR THE UNION:**  
PIERCE COUNTY, WASHINGTON  
BUILDING & CONSTRUCTION TRADES  
COUNCIL

*Mark Martinez*  
Mark Martinez  
Executive Secretary  
8/10/2010