

**CITY OF TACOMA
BEST AND FINAL OFFER
PACKAGE MODIFIED DURING MEDIATION
OCTOBER 19, 2005**

1. Current unchanged contract language.
2. All tentative agreements signed as of March 7, 2005.
 - Article 11 Standard Working Conditions, 12/9/04
 - Article 12 Non Standard Working Conditions 12/9/04
3. Duration of agreement January 1, 2004 through December 31, 2006.
4. Article 12.12.D to read as proposed by the Union in its March 7, 2005 proposal.
5. Article 16 – Subcontracting: As proposed by the City 11/17/2004.
6. General Wage increases:
 - Effective January 1, 2004 (retroactive) 1%
 - Effective January 1, 2005 (retroactive) 2.5%
7. Appendix A, Application of Rate: As proposed by City 8/8/05
“Employees with application of rate as of 12/31/04 will not have their AOR reduced prior to 12/31/06. ~~The parties agree to negotiate in good faith on the point factor system proposed by the City, or some other replacement for the existing AOR language and the implementation of any change.~~”
8. Letters of Agreement to be continued under the new contract: as proposed by Union on March 7, 2005.
 - 1996 Cashiers/Data Control Clerks
 - 1999 Graphic Arts consolidation
 - 2002 Incidental time-off
9. Article 12 Section 12.7 – Standby pay \$3.00/hour.
10. Contract Openers for 2006
 - Wages only plus each party may identify 3 separate items (mandatory subjects for bargaining) (not multiple subsections within an article, but 3 discreet items)
 - Additional items shall be identified by each party in writing no later than November 30, 2005

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- As a part of the City’s Last and Best Offer, the City made an oral commitment that Local 120 employees subject to lay off during 2005 and 2006 would not be subject to the probationary period.