



RESOLUTION NO. 41137

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 three-year Collective Bargaining Agreement between the City and Tacoma,
3 Washington, City and Pierce County Employees Local Number 120 of the
4 Washington State Council of County and City Employees, AFSCME,
5 AFL-CIO, consisting of approximately 178 budgeted full-time equivalent
6 positions, retroactive to January 1, 2023, through December 31, 2025.

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 Tacoma, Washington, City
12 and Pierce County Employees Local Number 120 of the Washington State Council
13 of County and City Employees, AFSCME, AFL-CIO (“Union”), on behalf of the
14 employees represented by said Union, and

15 WHEREAS the bargaining unit consists of approximately 178 budgeted,
16 full-time equivalent positions, and

17 WHEREAS the CBA provides for a general wage increase of 2.5 percent,
18 effective retroactive to January 1, 2023; a general wage increase of 2.75 percent,
19 effective January 1, 2024; and a general wage increase of 2.75 percent, effective
20 January 1, 2025, and

21 WHEREAS, in addition to the general wage increases, market-based wage
22 adjustments will be provided as follows:
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Code	Job Title	1/1/2023 Market Adjustment	1/1/2024 Market Adjustment	1/1/2025 Market Adjustment
0141	Business Analyst I	12.5%		
0142	Business Analyst II	12.5%	3%	3.1%
0143	Business Analyst III	12.5 %	3 %	3.1%
0304	Buyer	7.8%		
4612	Buyer Intern	7.8%		
0307	Buyer, Senior	7.8%		
1225	Communications Service Technician	5.8%		
0124	Computer Support Technician	12.5 %	3.5%	
0220	Graphic Arts Specialist	12.5%	5.5%	
0222	Graphic Arts Specialist, Lead	12.45%	5.5%	
0153	Information Technology Analyst, Principal Technical	12.5%	2%	3%
0151	Information Technology Analyst, Senior	7%		
0152	Information Technology Analyst, Senior Technical	9.6%		
4611	Information Technology Business Analyst Intern	12.5%		
4609	Information Technology Computer Support Technician Intern	12.5 %	3.5%	
4610	Information Technology Helpdesk Intern	12.5%		
0118	Information Technology Helpdesk Specialist	12.5%		
0160	Integration Developer	12.5 %		

and

WHEREAS other changes include: (1) clarifying language regarding vacation selection for warehouse employees; (2) changes to requirements for standby pay and call-in lists; (3) an increase to the amount paid for the annual allowance for required safety footwear; (4) adding language regarding a major multi-day system outage compensation provision for warehouse classifications in Tacoma Power; (5) adding language that allows the bargaining unit to elect no more than once per calendar year, and with at least 60 days' notice to the City, to change the participation in the Voluntary Employee Beneficiary Association ("VEBA") account for employees upon retirement; and (7) gender neutral and inclusive language changes, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of January 25, 2023, 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 Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO, consisting of approximately 178 budgeted full-time equivalent positions, 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

Requested by Public Utility Board
Resolution No. U-11367