



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the City of Tacoma, Washington, City and Pierce County Employees, Local Number 120 of the Washington State Council of County & City Employees – December 8, 2020
DATE: November 19, 2020

SUMMARY AND PURPOSE:

A resolution authorizing the adoption of a Collective Bargaining Agreement as negotiated with the City of Tacoma, Washington, City and Pierce County Employees, Local Number 120 of the Washington State Council of County and City Employees, effective January 1, 2021 through December 31, 2022.

BACKGROUND:

The resolution will authorize the execution of the Collective Bargaining Agreement negotiated with the City of Tacoma, Washington, City and Pierce County Employees, Local Number 120, of the Washington State Council of County & City Employees, effective January 1, 2021 through December 31, 2022. The Collective Bargaining Agreement is scheduled for consideration by the Public Utility Board as a resolution on December 9, 2020.

The agreement is for two years, covers approximately 162.4 budgeted, full-time equivalent employees, and provides for the following wage increases: Effective January 1, 2021, employees shall receive a wage increase of 1 percent. Effective January 1, 2022, employee shall receive a wage increase of 1 percent, and effective July 1, 2022, employees will receive an increase of 1 percent.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the City of Tacoma, Washington, City and Pierce County Employees, Local Number 120 of the Washington State Council of County and City Employees, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



Economy/Workforce: *Equity Index Score*: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Letter of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the City of Tacoma, Washington, City and Pierce County Employees, Local Number 120 of the Washington State Council of County and City Employees.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium’s current budget?

NO, PLEASE EXPLAIN BELOW

No. Department Directors will be responsible for adhering to their overall levels of appropriation.

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City’s FTE/personnel counts?

No

ATTACHMENTS:

Collective Bargaining Agreement