



RESOLUTION NO. 41754

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the City of
3 Tacoma, Washington, City and Pierce County Employees Local Number 120
4 of the Washington State Council of County and City Employees, AFSCME,
AFL-CIO, regarding the accretion of certain classifications performing work in
Planning and Development Services.

5 WHEREAS the City has, for years, adopted the policy of collective
6 bargaining between the various labor organizations representing employees and
7 the administration, and
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9 WHEREAS Resolution No. 41137, adopted February 7, 2023, authorized the
10 execution of the three-year Collective Bargaining Agreement ("CBA") between the
11 City of Tacoma and the City of Tacoma, Washington, City and Pierce County
12 Employees Local Number 120 of the Washington State Council of County and City
13 Employees, AFSCME, AFL-CIO ("Union"), on behalf of the employees represented
14 by said Union, and
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16 WHEREAS the City and the Union have negotiated a Letter of Agreement
17 ("LOA") to the CBA regarding the accretion of certain classifications performing
18 work in Planning and Development Services, and
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20 WHEREAS employees performing work in the Land Use and Long Range
21 Planning divisions of the Planning & Development Services Department, in the
22 classifications of Historic Preservation Analyst, Associate Planner, Senior Planner,
23 Principal Planner, Regulatory Compliance Analyst, Senior Regulatory Compliance
24 Analyst, Principal Regulatory Compliance Analyst, and Skilled Occupational Intern
25 have selected City of Tacoma, Washington State Council of County and City
26



Employees, Local Number 120, as their exclusive bargaining representative for purposes of collective bargaining, and

WHEREAS this action was certified by the Public Employment Relations Commission on September 18, 2024, and

WHEREAS, effective retroactive to July 31, 2025, classifications will transition from a 9-step pay range, to a revised pay range of up to 6 steps, with a general wage increase of 2.75 percent at the top step, and

WHEREAS employees will be placed into the revised pay scale at the salary step closest to, but not less than 2.75 percent above their current rate of pay, and

WHEREAS no additional wage increase will be applied to the classification in 2025 and employees will progress through the salary range consistent with Tacoma Municipal Code ("TMC") 1.12.030, and

WHEREAS changes to classifications will be as follows:

| Current Classification | | | Revised Classifications, effective 7/31/2025 | | | |
|------------------------|---|--|--|---|--|----|
| Code | A | Job Title | Code | A | Job Title | OT |
| P1590 | A | Regulatory Compliance Analyst, Principal | <u>23140</u> | A | <u>Critical Areas Biologist, Principal</u> | D |
| P1600 | | Regulatory Compliance Analyst, Senior | <u>23130</u> | | <u>Critical Areas Biologist, Senior</u> | D |
| P1570 | | Regulatory Compliance Analyst | <u>23120</u> | | <u>Critical Areas Biologist</u> | D |
| P1250 | A | Planner, Principal | <u>22210</u> | A | Planner, Principal | D |
| P1260 | A | Planner, Senior | <u>22030</u> | | Planner, Senior | D |
| P1240 | | Planner, Associate | <u>22090</u> | | Planner, Associate | D |
| P0860 | A | Historic Preservation Analyst | | | Consolidated into Planner, Senior | |
| S0020 | | Skilled Occupational Intern | <u>46130</u> | | <u>Planner Intern</u> | A |

WHEREAS classifications covered by the LOA will not be eligible for longevity pay and, classifications of Principal Critical Areas Biologist, and Principal Planner will remain unclassified, appointive positions, and



WHEREAS the classification of Senior Planner will be changed to classified
1 and the classification of Historic Preservation Analyst will be removed and
2 consolidated into the classification of Senior Planner, consistent with TMC Section
3 1.24.370, and
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5 WHEREAS there are no changes to overtime designations or eligibility, and

6 WHEREAS classifications remaining overtime category "D" are exempt from
7 overtime provisions and the classification remaining overtime category "A" will be
8 paid consistent with overtime language contained in Section 10.3 of the CBA, and
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10 WHEREAS in addition, the LOA provides for specific language regarding
11 time off benefits, employee setups to a higher classification, an annual allowance of
12 \$300 for safety footwear and work clothing for employees in the Critical Areas
13 Biologist classification series, of layoff provisions for the employees holding
14 classified status, extending the current Voluntary Employee Beneficiary Association
15 provisions for the employees through December 31, 2025, and providing eligible
16 employees with a one-time, lump sum payment of \$2,000, effective on the date of
17 City Council approval of the agreement, and
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19 WHEREAS it appears in the best interest of the City that the LOA negotiated
20 by said Union and the City be approved; Now, Therefore,
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and the City of Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney