



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Division Manager, Labor Relations
 Karen Short, Human Resources Consultant, Senior
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees – February 7, 2023
DATE: January 12, 2023

SUMMARY AND PURPOSE:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, effective January 1, 2023, through December 31, 2025.

BACKGROUND:

The resolution authorizes execution of a Collective Bargaining Agreement (CBA) as negotiated with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees effective January 1, 2023, through December 31, 2025. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on January 25, 2023.

The three-year agreement covers approximately 177.8 budgeted, full-time equivalent positions, and provides a wage increase in each year of the agreement. Effective retroactive to January 1, 2023, a general wage increase of 2.5 percent will be provided; and effective January 1, 2024, and January 1, 2025, a general wage increase of 2.75 will be provided. In addition to the general wage increases, market-based wage adjustments will be provided as follows:

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 %		



Other changes to the agreement include clarifying language regarding vacation selection for warehouse employees; changes to requirements for standby pay and call-in lists; an increase to the amount paid for the annual allowance for required safety footwear; adding language regarding a major multi-day system outage compensation provision for warehouse classifications in Tacoma Power; 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 gender neutral and inclusive language changes.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the 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:

Economy/Workforce: 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 Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement with the 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 is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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

Yes

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

No

Will the legislation have an ongoing/recurring fiscal impact?

Yes



City of Tacoma

City Council Action Memorandum

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

No

ATTACHMENTS:

Collective Bargaining Agreement

Fiscal Impact Memorandum