



**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 Letter of 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, AFSCME, AFL-CIO – September 15, 2020  
**DATE:** September 1, 2020

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**SUMMARY AND PURPOSE:**

A resolution authorizing the execution of a Letter of 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, AFSCME, AFL-CIO, regarding the pay range for the classification of Senior Buyer, effective January 1, 2020.

**BACKGROUND:**

The resolution will authorize the execution of the Letter of Agreement 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, AFSCME, AFL-CIO, regarding the pay range for the classification of Senior Buyer. The Letter of Agreement is scheduled for consideration by the Public Utility Board as a resolution on August 26, 2020.

The parties agree that there was an error in the calculation of the general wage increase for the Senior Buyer classification which was included in Ordinance 28680, passed July 14, 2020. The Letter of Agreement corrects the rates of pay for the classification effective retroactive to January 1, 2020.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The corrected rates have been reviewed and discussed with 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, and have 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 Letter of 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, AFSCME, AFL-CIO.

**FISCAL IMPACT:**

There is a negligible fiscal impact of no more than \$5,000 in 2020 to make the retroactive rate correction. Department Directors will be responsible for adhering to their overall levels of appropriation.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
Various	Various	Various	~\$5,000.00
<b>TOTAL</b>			

**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**



**City of Tacoma**

**City Council Action Memorandum**

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

**No**

**ATTACHMENTS:**

Letter of Agreement