



City of Tacoma

City Council Action Memorandum

**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:** Pay and Compensation Ordinance – December 8, 2020  
**DATE:** November 19, 2020

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### **SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the City of Tacoma, Washington, City and Pierce County employees, Local Number 120 of the Washington State Council of County & City Employees.

### **BACKGROUND:**

The ordinance will provide for the implementation of the provisions 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 covers approximately 162.4 budgeted, full-time equivalent employees, and is scheduled for consideration by the City Council as a resolution on December 8, 2020, and the Public Utility Board as a resolution on December 9, 2020.

The ordinance 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.

The ordinance will also correct a clerical error in the pay rate table effective January 1, 2020, contained in Ordinance 28680, passed on July 14, 2020, for the classifications of Computer Systems Technician Intern, Warehouse Technician, Warehouse Technician, Senior, and Web Developer.

### **COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The collective bargaining agreement was reached with the City of Tacoma, Washington, City and Pierce County employees, Local Number 120 of the Washington State Council of County & City Employees, and 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 ordinance is required to authorize implementation of rates of pay and compensation for employees represented by the City of Tacoma, Washington, City and Pierce County, Local Number 120 of the Washington State Council of County & 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