



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
Dylan Carlson, Senior Labor Relations Manager
Bill Fosbre, City Attorney

COPY: City Council and City Clerk

SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the Washington State Council of County and City Employees, Local 120 – July 7, 2020

DATE: June 12, 2020

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the Washington State Council of County and City Employees, Local 120.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the Washington State Council of County and City Employees, Local 120.

BACKGROUND:

The resolution will authorize the adoption of the collective bargaining agreement negotiated between the City of Tacoma and the Washington State Council of County and City Employees, Local 120. The agreement covers 168.2 budgeted full time equivalent (FTE) positions. The agreement is scheduled for consideration by the Public Utility Board as a resolution on June 24, 2020.

The agreement is for one year, and provides for a general wage increase of 3 percent, retroactive to January 1, 2020. It adds a new classification of Buyer, Intern to the bargaining unit; and provides bargaining unit employees within the Tacoma Police Department, a one-time, lump sum payment of \$500 for 2020 in recognition of their assistance in the department’s CALEA accreditation and successful maintenance of the accreditation.

The agreement modifies language in Article 4 – Union Membership and Dues to reflect legal requirements based on the *Janus v. AFSCME Council 31* court case; and adds an optional grievance mediation step in Article 5 – Grievance Procedure; and clarifies the process for employees to request a job audit by the Human Resources Department.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated on behalf of employees represented by the Washington State Council of County and City Employees, Local 120.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact has been provided by the Budget Office.