## Letter of Agreement By and Between CITY OF TACOMA, And 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,

## Subject: 2022 "Me too" Adjustment

The City of Tacoma (City), and Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO (Union), (collectively, the Parties) agree to the following terms related to changed circumstances triggering the "Me too" provision of the Parties' 2021-2022 Collective Bargaining Agreement (CBA).

Now, therefore, the Parties agree to the following terms:

- 1. The Parties' CBA provides in Appendix A "Me too" language indicating that in the event certain City bargaining units receive "a same-year across-the-board general wage increase to all classifications in excess of the general wage increase provided to classifications covered by this Agreement, then the classifications covered by this Agreement will receive an equivalent across-the-board general wage increase."
- 2. The City has triggered the "Me too" provision and has provided a same-year across-the-board general wage increase of 2.25% wage increase retroactive to January 1, 2022 to one or more qualifying bargaining units.
- 3. Accordingly, the City shall also provide an effective 2.25% general wage increase retroactive to January 1, 2022 to all classifications in the Union. The foregoing general wage increase shall take into account the 1% already provided to bargaining unit members on January 1, 2022 and shall supersede and cancel the scheduled 1% wage increase slated to be effective on July 1, 2022.

Code	А	Job Title	1	2	3	4	5	6	7	8	9	10
5525		Broadband Services Technician	34.02	35.72	37.51	39.38	41.35	43.42	45.58	47.86		
5524		Broadband Services Technician, Lead	37.77	39.66	41.65	43.73	45.92	48.22	50.63	53.17		
0141		Business Analyst I	26.02	27.32	28.69	30.12	31.63	33.21				
0142		Business Analyst II	33.87	35.56	37.34	39.21	41.18	43.23				
0143		Business Analyst III	40.84	42.88	45.03	47.28	49.64	52.13				
0304		Buyer	30.93	32.47	34.10	35.81	37.60					
4612		Buyer Intern	24.74									
0307		Buyer, Senior	37.34	39.21	41.18	43.24						
1225		Communications Service Technician	30.56	32.09	33.69	35.38	37.15	39.01				
0124		Computer Support Technician	26.28	27.59	28.97	30.42	31.94	33.54				
5538		Converter Inventory Technician	20.05	21.05	22.11	23.21	24.38					
0334		Fleet Services Parts Technician	33.34	35.01	36.76							

4. The salary schedule for 2022 shall be updated to reflect the stated increase as follows:

Code	А	Job Title	1	2	3	4	5	6	7	8	9	10
0220		Graphic Arts Specialist	27.42	28.79	30.24	31.75	33.33					
0222		Graphic Arts Specialist, Lead	30.16	31.68	33.26	34.93	36.68					
0150		Information Technology Analyst	32.14	33.74	35.43	37.20	39.06	41.01	43.07	45.23	47.48	49.86
4608		Information Technology Analyst Intern	25.71									
0153		Information Technology Analyst, Principal Technical	39.62	41.61	43.68	45.87	48.16	50.57	53.10	55.76	58.55	61.47
0151		Information Technology Analyst, Senior	35.35	37.12	38.98	40.93	42.98	45.12	47.38	49.75	52.24	54.85
0152		Information Technology Analyst, Senior Technical	37.90	39.80	41.79	43.88	46.07	48.37	50.80	53.33	56.00	58.80
4611		Information Technology Business Analyst Intern	20.82									
4609		Information Technology Computer Support Technician Intern	21.02									
4610		Information Technology Helpdesk Intern	20.23									
0118		Information Technology Helpdesk Specialist	25.29	26.55	27.88	29.27	30.74					
0160		Integration Developer	50.20	52.72	55.36	58.13	61.03					
0299		Vehicle Parts Assistant	30.31	31.82	33.42							
0301		Warehouse Technician	30.30	31.81	33.41							
0302		Warehouse Technician, Senior	33.34	35.01	36.76							
0161		Web Developer	44.24	46.45	48.77	51.21	53.76					

This LOA is intended to address only the impacts of the "Me too" in the parties' current CBA and shall not establish precedent for the parties hereto, nor for any other collective bargaining units or departments of the City. The "Me too" provision, per the Parties' CBA "will expire independently from the Collective Bargaining Agreement on December 31, 2022".

For AFSCME Local 120 General:

Zach Dugovich

Staff Representative

Date

03/03/22

For the City of Tacoma:

Elizabeth Pauli, City Manager

Date

Human Resources Director

Approved as to form:

Cheryl Comer Deputy City Attorney

Date