



## RESOLUTION NO. U-11188

1 A RESOLUTION related to approval of a Letter of Agreement with the  
2 Washington State Council of County and City Employees, Local 120.

3 WHEREAS the City of Tacoma and the Washington State Council of  
4 County and City Employees, Local 120 ("Union"), is proposing a Letter of  
5 Agreement ("LOA"), and

6 WHEREAS the proposed LOA covers the pay range for the classification  
7 of Senior Buyer, and

8 WHEREAS the proposed LOA corrects rates of pay due to an error in the  
9 calculation of a general wage increase found in Ordinance No. 28680, passed  
10 on July 14, 2020, and

11 WHEREAS the corrected rate of pay will be applicable retroactive to  
12 January 1, 2020, and

13 WHEREAS it now appears in the best interest of the City that the  
14 proposed LOA negotiated by the Union and the City be approved; Now,  
15 Therefore,

16 BE IT RESOLVED BY THE PUBLIC UTILITY BOARD OF THE CITY OF TACOMA:

17 That it is in the best interest of the City that the proposed Letter of  
18 Agreement negotiated between the City of Tacoma and the Washington State  
19 Council of County and City Employees, Local 120, be approved, and the  
20 Council of the City of Tacoma is requested to concur in the approval, pass an  
21 implementing pay and compensation ordinance, and authorize the proper  
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officers of the City to execute said Letter of Agreement substantially in the form  
1 on file, as approved by the City Attorney.

2 Approved as to form:

3 \_\_\_\_\_ Chair

4                   /s/                   \_\_\_\_\_  
Chief Deputy City Attorney Secretary

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6 Clerk Adopted \_\_\_\_\_

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## Board Action Memorandum

**TO:** Jackie Flowers, Director of Utilities  
**COPY:** Charleen Jacobs, Director and Board Offices  
**FROM:** Karen Short, Senior Human Resources Analyst  
Dylan Carlson, Senior Labor Relations Manager  
Bill Fosbre, City Attorney  
**MEETING DATE:** August 26, 2020  
**DATE:** August 14, 2020

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### **SUMMARY:**

A resolution authorizing the adoption of a Letter of Agreement as negotiated with the Washington State Council of County and City Employees, Local 120, 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 Washington State Council of County and City Employees, Local 120, to correct the rates of pay for the classification of Senior Buyer (CSC 0307). The parties erred in the calculation of the general wage increase for the Senior Buyer classification effective January 1, 2020, which was included in City Council Ordinance 28680, passed July 14, 2020.

**ATTACHMENTS:** List any attachments (contracts, policies, agreements, etc.).  
Letter of Agreement

### **CONTACT:**

Karen Short, Senior Human Resources Analyst, (253) 591-5424  
Presenter: Dylan Carlson, Senior Labor Relations Manager, (253) 591-5609

**Letter of Agreement  
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: Correction of Wage Scale for Buyer, Senior Classification  
Date: \_\_\_\_\_, 2020**

This Letter of Agreement (LOA) is by and between the City of Tacoma (City), 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 (Local 120) (collectively "the Parties").

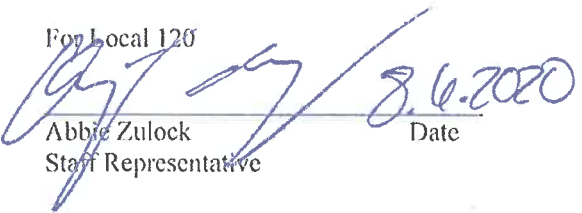
The Parties collectively erred in the calculation of the general wage increase for the classification of Buyer, Senior. The wages in the previous two collective bargaining agreements were calculated up fifteen percent (15%) from the top step of the Buyer classification and then the steps were equalized for a flat rate increase between steps.

Utilizing that calculation provides the following rates of pay:

Code	A	Job Title	1	2	3	4
03070		Buyer, Senior	\$36.41	\$38.23	\$40.05	\$41.87

This corrected rate of pay shall be applicable retroactive to January 1, 2020.

This Letter of Agreement is not to be used as a precedent with respect to any other contracts for any other divisions or departments of the City or any other Union. It is the intent of both parties to incorporate this LOA into the current CBA.

For Local 120  
  
 Abbie Zulock  
 Staff Representative  
 Date 8.6.2020

For City of Tacoma  
 \_\_\_\_\_  
 Dylan Carlson  
 Senior Labor Relations Manager  
 Date

\_\_\_\_\_  
 Elizabeth Pauli  
 City Manager  
 Date

\_\_\_\_\_  
 Jackie Flowers  
 Director of Public Utilities  
 Date

Approved as to form:

\_\_\_\_\_  
 Cheryl Comer  
 Deputy City Attorney  
 Date