RESOLUTION NO. U-11188

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

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

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

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

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

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

Therefore,

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

That it is in the best interest of the City that the proposed Letter of
Agreement negotiated between the City of Tacoma and the Washington State
Council of County and City Employees, Local 120, be approved, and the
Council of the City of Tacoma is requested to concur in the approval, pass an
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
on file, as approved by the City Attorney.

Approved as to form: 

/s/ 
Chief Deputy City Attorney 

Chair 
Secretary 

_____________________________ 
Adopted_____________________

Clerk
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

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:

<table>
<thead>
<tr>
<th>Code</th>
<th>Job Title</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>03070</td>
<td>Buyer, Senior</td>
<td>$36.41</td>
<td>$38.23</td>
<td>$40.05</td>
<td>$41.87</td>
</tr>
</tbody>
</table>

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

For City of Tacoma

Dylan Carlson
Senior Labor Relations Manager

Elizabeth Pauli
City Manager

Jackie Flowers
Director of Public Utilities

Approved as to form:

Cheryl Comer
Deputy City Attorney