



RESOLUTION NO. U-11312

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 Letter of Agreement between the City of Tacoma and Pierce County
3 Employees, Local 120 of the Washington State Council of County and
4 City Employees, AFSCME.

5 WHEREAS the City of Tacoma and the City of Tacoma and Pierce
6 County Employees, Local 120 of the Washington State Council of County and
7 City Employees, AFSCME have negotiated a Letter of Agreement
8 ("Agreement"), and

9 WHEREAS the Agreement provides for a change in the across-the-board
10 general wage increases scheduled for the bargaining unit in 2022, and

11 WHEREAS the collective bargaining agreement, adopted by Council
12 Resolution No. 40717, on December 15, 2020, provides "me too" language
13 indicating that in the event certain City bargaining units receive a same-year
14 across-the-board general wage increase to all classifications in excess of the
15 general wage increase provided to classification covered by this Agreement,
16 then the classifications covered by this Agreement will receive an equivalent
17 across-the-board general wage increase, and

18 WHEREAS the City has triggered the "me too" provision and has
19 provided a same-year across-the-board general wage increase retroactive to
20 January 1, 2022, to one or more qualifying bargaining units, and

21 WHEREAS per the "me too" provision of the Agreement, the City shall
22 provide a 2.25 percent general wage increase retroactive to January 1, 2022, to
23 all classifications of the Union, and
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WHEREAS the foregoing general wage increase shall take into account the 1 percent increase already provided to bargaining unit members on January 1, 2022, and shall cancel the 1 percent wage increase slated to be effective July 1, 2022, Now, therefore,

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

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

That said Letter of Agreement between the City of Tacoma and the City of Tacoma and Pierce County Employees, Local 120 of the Washington State Council of County and City Employees, AFSCME, is approved, and the Council of the City of Tacoma is requested to concur in same-year across-the-board general wage increase of 2.25 percent, and cancel the 1 percent wage increase slated to be effective July 1, 2022, and authorize the proper officers of the City to execute said Letter of Agreement substantially in the form on file and as approved by the City Attorney.

Approved as to form: _____ Chair
_____/s/_____

Clerk _____ Adopted _____



Board Action Memorandum

TO: Jackie Flowers, Director of Utilities

COPY: Charleen Jacobs, Director and Board Offices

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

MEETING DATE: April 13, 2022

DATE: March 31, 2022

SUMMARY:

A resolution recommending adoption of a Letter of Agreement with the City of Tacoma, Washington, City and Pierce County Employees Local Number 120 Of the Washington State Council of County and City Employees, AFSCME, effective retroactive from January 1, 2022.

BACKGROUND:

The resolution recommends adoption of a Letter of Agreement to provide for a change in the across-the-board general wage increases scheduled for the bargaining unit in 2022.

The collective bargaining agreement, adopted by Council Resolution 40717, on December 15, 2020, provides "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 classification covered by this Agreement, then the classifications covered by this Agreement will receive an equivalent across-the-board general wage increase.

The City has triggered the "Me too" provision and has provided a same-year across-the-board general wage increase retroactive to January 1, 2022, to one or more qualifying bargaining units.

Per the "Me too" provision of the agreement, the City shall provide a 2.25 percent 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 percent increase already provided to bargaining unit members on January 1, 2022, and shall cancel the 1 percent wage increase slated to be effective July 1, 2022.

ATTACHMENTS:

Letter of Agreement
Fiscal Impact Memorandum from the Budget Office

CONTACT:

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



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: March 18, 2022
Subject: Fiscal Impact of 120 General Letter of Agreement (TA)

Overview

The City of Tacoma and the Local 120 bargaining unit have reached a tentative agreement for a wage adjustment in response to a “me too” provision of the current Local 120 2021-2022 Collective Bargaining Agreement triggered by the City.

Financial Impact

Retroactive to January 1, 2022, the City shall provide a general wage increase of two and one quarter percent (2.25%) 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.

Fund/Department	FTE	2022 Proposed Incremental Expense
General Fund	8	\$8,000
General Fund Supported	1	1,000
Environmental Services	6	7,000
All Other General Government	107	126,000
Tacoma Public Utilities	40.4	39,400
Total	162.4	\$180,700



Funding for 2021-2022

The cost of the proposed wage increase is partially in the 2021-2022 budget. Departments will be responsible for adhering to their overall level of appropriation.

CC:

Dylan Carlson, Lead Labor Negotiator
Hayley Falk, Lead Management Analyst
Karen Short, Human Resource Analyst
Jennifer Watts, Labor Analyst

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

Code	A	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							

Code	A	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

03/03/22

Date

For the City of Tacoma:

 Elizabeth Pauli, City Manager

Date

 Shelby Fritz

Date

Human Resources Director

Approved as to form:

Cheryl Comer
Deputy City Attorney

Date