



Legislation Passed November 5, 2024

The Tacoma City Council, at its regular City Council meeting of November 5, 2024, adopted the following resolutions and/or ordinances. The summary of the contents of said resolutions and/or ordinances are shown below. To view the full text of the document, click on the bookmark at the left of the page.

Resolution No. 41549

A resolution appointing and reassigning individuals to the Mayor's Youth Commission of Tacoma's Leadership Team.

[Anna Le, Management Fellow, City Manager's Office]

Resolution No. 41550

A resolution authorizing the execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, retroactive to January 1, 2024, through December 31, 2026.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

Resolution No. 41551

A resolution authorizing the execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Power Unit, regarding the classifications of Telecommunications Engineer and Senior Telecommunications Engineer.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

Resolution No. 41552

A resolution authorizing the execution of a Letter of Agreement with the Tacoma Joint Labor Committee, regarding the continuation of health and welfare benefits for 2025.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

Resolution No. 41553

A resolution authorizing the execution of a Letter of Agreement with the Tacoma Police Union, Local 6, I.U.P.A., Commissioned Unit, regarding the continuation of health and welfare benefits for 2025.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

Resolution No. 41554

A resolution authorizing the execution of a Letter of Agreement with the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officer Unit, regarding the continuation of health and welfare benefits for 2025.

[Dylan Carlson, Labor Relations Division Manager; Chris Bacha, City Attorney]

Resolution No. 41555

A resolution authorizing the one-time use of Council Contingency Funds, in the amount of \$20,000, to support an urban wood reuse program assessment and action strategy.

[Deputy Mayor Hines]



RESOLUTION NO. 41549

1 BY REQUEST OF MAYOR WOODARDS

2 A RESOLUTION relating to committees, boards, and commissions; appointing and
3 reassigning individuals to the Mayor's Youth Commission of Tacoma
4 Leadership Team.

5 WHEREAS vacancies exist on the Mayor's Youth Commission of Tacoma
6 leadership team, and

7 WHEREAS, the Mayor's Youth Commission convened on June 15, 2024,
8 to elect a new leadership team to represent all members of the Commission, and
9 during the City Council meeting on July 2, 2024, the appointment and
10 reassignment of individuals to said commission were confirmed, and

11 WHEREAS one leadership team member resigned after being appointed,
12 bringing the total number of leadership team vacancies to four, and during the
13 Commission's first General Assembly meeting of the year on October 12, 2024, the
14 Commission held elections to fill leadership team vacancies; at this time, four
15 individuals are being recommended to the City Council for confirmation, and

16 WHEREAS, pursuant to City Charter Section 2.4, the persons named on
17 Exhibit "A" have been nominated to serve on the Mayor's Youth Commission of
18 Tacoma Leadership Team; Now, Therefore,

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21 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

22 That those nominees to the Mayor's Youth Commission of Tacoma
23 Leadership Team, listed on Exhibit "A," are hereby confirmed and appointed or
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1 reassigned as members of such commission for such terms as are set forth on the
2 attached Exhibit "A."

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4 Adopted _____

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6 Mayor

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9 City Clerk

10 Approved as to form:
11 _____
12 City Attorney

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EXHIBIT "A"

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MAYOR'S YOUTH COMMISSION OF TACOMA LEADERSHIP TEAM

Reassigning **Norah Gawryczik** from the Justice and Safety Committee Vice Chair position to the Justice & Safety Committee Chair position, to fill an unexpired term, to expire June 30, 2025.

Appointing **Deron Carston** to the Justice and Safety Committee Vice Chair position, to fill an unexpired term, to expire June 30, 2025.

Appointing **Caleb Rotchstein** to the Social Health Committee Chair position, to fill an unexpired term, to expire June 30, 2025.

Appointing **Aeris Clark** to the Social Health Vice Committee Chair position, to fill an unexpired term, to expire June 30, 2025.

Appointing **Jayce Hartman** to the Education, Arts, and Culture Committee Vice Chair position, to fill an unexpired term, to expire June 30, 2025.



RESOLUTION NO. 41550

1 A RESOLUTION related to collective bargaining; authorizing the execution of a
2 Collective Bargaining Agreement with the International Brotherhood of
3 Electrical Workers, Local 483, Clerical Unit, retroactive to January 1, 2024,
4 through December 31, 2026.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

7 WHEREAS this resolution allows for the execution of a three-year Collective
8 Bargaining Agreement (“CBA”) between the City and the International Brotherhood
9 of Electrical Workers, Local 483, Clerical Unit (“Union”), on behalf of the employees
10 represented by said Union, and

11 WHEREAS the bargaining unit consists of approximately 186 budgeted,
12 full-time equivalent (“FTE”) positions, and

13 WHEREAS the CBA will provide for wage increases as follows: effective
14 retroactive to January 1, 2024, a general wage increase of 2.75 percent will be
15 provided; effective January 1, 2025, a general wage increase of 2.75 percent will be
16 provided, and effective January 1, 2026, a general wage increase of 3.00 percent
17 will be provided, and

18 WHEREAS, in addition to general wage increases, market-based increases
19 will be provided by classification as follows:
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Market-Based Increases 2024-2026				
Code	Job Title	1/1/2024	1/1/2025	1/1/2026
05080	Accountant	2.75%	1.25%	0.00%
05140	Accountant, Senior	2.75%	1.25%	0.00%
07370	Administrative Assistant	3.00%	2.25%	1.00%
05040	Financial Assistant	3.00%	2.25%	1.00%
00060	Office Assistant	3.00%	2.25%	1.00%
11400	Public Disclosure Specialist	3.00%	3.25%	3.25%
11410	Public Disclosure Analyst	3.00%	3.25%	3.25%
11430	Public Disclosure Video Redaction Analyst	3.00%	3.25%	3.25%
11440	Public Disclosure Analyst, Lead	3.00%	3.25%	3.25%
05470	Retirement Specialist	3.00%	2.25%	1.00%

WHEREAS other changes to the agreement include adding contract language that a complaint alleging discrimination by the employee's immediate supervisor, may be initiated at Step 2 of the grievance procedure; adding language regarding requests for a shift adjustment or to make up missed time will be approved at the discretion of the Supervisor/Manager, and in compliance with the Fair Labor Standards Act; and agreement to meet in a Labor Management Committee format to discuss issues of mutual concern regarding the Financial Assistants assigned to the Tacoma Police Department, and

WHEREAS the CBA was considered and approved by the Public Utility Board at its meeting of October 23, 2024, and

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

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the three-year Collective Bargaining Agreement between the City and the International



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Brotherhood of Electrical Workers, Local 483, Clerical Unit, effective retroactive to
January 1, 2024, through December 31, 2026, said document to be substantially in
the form of the agreement on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney

Requested by Public Utility Board
Resolution No. U-11479



RESOLUTION NO. 41551

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement with the International Brotherhood of Electrical Workers,
3 Local 483, Power Unit, regarding the classifications of Telecommunications
4 Engineer and Senior Telecommunications Engineer.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

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8 WHEREAS Resolution No. 40842, adopted 9/21/2021, authorized the
9 execution of a three-year Collective Bargaining Agreement (“CBA”) between the
10 City of Tacoma and the International Brotherhood of Electrical Workers, Local 483,
11 Power Unit (“Union”), on behalf of the employees represented by said Union, and

12
13 WHEREAS the City and Union have negotiated a Letter of Agreement
14 (“LOA”) to the CBA which covers approximately 11 full-time equivalent positions,
15 with seven positions located within Tacoma Public Utilities, and

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17 WHEREAS employees in the classifications of Telecommunications
18 Engineer and Senior Telecommunications Engineer selected the Union as their
19 exclusive bargaining representative for purposes of collective bargaining, and

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21 WHEREAS the classifications were certified by the Public Employment
22 Relations Commission on December 28, 2023, and

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23 WHEREAS the classifications will be amended to be part of the classified
24 service, designated as overtime category “E”, and will not be eligible for overtime
25 or compensatory time off, and

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WHEREAS the agreement provides for the classifications to be recognized and incorporated into and covered by the terms of the Local 483 Power CBA, and

WHEREAS, effective retroactive to September 16, 2024, the classifications will receive a general wage increase of 2.75 percent, and the wage scale will be adjusted from 9 steps to 5 steps per the terms of the LOA, and

WHEREAS each employee will be placed at Step 5 of the pay range and will be eligible for longevity pay, and

WHEREAS Telecommunications Engineers and Senior Telecommunications Engineers employed on the date of City Council approval will also receive a one-time, lump sum payment of fifteen hundred dollars (\$1,500), and

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

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and the International



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Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41552

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the Tacoma
3 Joint Labor Committee.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

7 WHEREAS Resolution No. 41050, adopted October 25, 2022, authorized the
8 execution of the two-year Collective Bargaining Agreement (“CBA”) between the
9 City of Tacoma and the Tacoma Joint Labor Committee (“Union”), on behalf of the
10 employees represented by said Union, and

11 WHEREAS the Union is comprised of the following employee Unions:
12 Professional & Technical Employees (PROTEC17), Local 17; Tacoma Firefighters
13 Union, Local 31; Teamsters Local Union No. 117; Washington State Council of
14 County and City Employees, Local 120; International Association of Machinists &
15 Aerospace Workers, District 160; Teamsters Local 313; and International
16 Brotherhood of Electrical Workers, Local 483, and

17 WHEREAS the City and Union have negotiated a Letter of Agreement
18 (“LOA”) to the CBA which provides for the continuation of employee health and
19 welfare benefits for the calendar year 2025, and

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

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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and the Tacoma Joint Labor Committee, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41553

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated with the Tacoma Police Union, Local 6,
3 I.U.P.A., Commissioned Unit, regarding the continuation of health and
welfare benefits for 2025.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

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8 WHEREAS Resolution No. 41341, adopted January 16, 2024, authorized the
9 execution of a three-year Collective Bargaining Agreement ("CBA") between the
10 City of Tacoma and the Tacoma Police Union, Local #6, I.U.P.A. ("Union"), on
11 behalf of the employees represented by said Union, and

12 WHEREAS the City and Union have negotiated a Letter of Agreement
13 ("LOA") to the CBA which provides for the continuation of employee health and
14 welfare benefits for 2025, and

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

18 BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

19 Section 1. That the proper officers of the City are hereby authorized to
20 execute the Letter of Agreement negotiated between the City of Tacoma and the
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Tacoma Police Union, Local 6, I.U.P.A., Commissioned Unit, said document to be substantially in the form of the document on file in the office of the City Clerk.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41554

1 A RESOLUTION relating to collective bargaining; authorizing the execution of a
2 Letter of Agreement negotiated between the City of Tacoma and the
3 Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit,
4 regarding continuation of health and welfare benefits for 2025.

4 WHEREAS the City has, for years, adopted the policy of collective
5 bargaining between the various labor organizations representing employees and
6 the administration, and

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8 WHEREAS the City and Union have negotiated a Letter of Agreement
9 ("LOA") which covers approximately 5 full-time, budgeted positions, and provides
10 for the continuation of employee health and welfare benefits for the calendar year
11 2025, and

12 WHEREAS it appears in the best interest of the City that the LOA negotiated
13 by said Union and the City be approved; Now, Therefore,
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BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

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That the proper officers of the City are hereby authorized to execute the Letter of Agreement negotiated between the City of Tacoma and the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit, said document to be substantially in the form of the document on file in the office of the City Clerk

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Deputy City Attorney



RESOLUTION NO. 41555

1 BY REQUEST OF DEPUTY MAYOR HINES AND COUNCIL MEMBERS
2 RUMBAUGH AND WALKER

3 A RESOLUTION authorizing the one-time use of funds; in the amount of \$20,000,
4 budgeted from the Council Contingency Fund to support an urban wood
5 reuse program assessment and action strategy.

6 WHEREAS in early 2023, the City began a small pilot program that enabled
7 the diversion of waste from hazardous trees within historically underserved
8 communities by creating a partnership between the City's on-call tree work
9 contractor and a hyper-local mill to process the wood, and

10 WHEREAS this program has shown a great deal of promise, but expansion
11 requires a more robust understanding of the wood waste stream and biomass
12 processing solutions, and expanding this work would help advance key components
13 of the City's Climate Action Plan and Urban Forest Management Plan, and

14 WHEREAS establishing a wood reuse program is in alignment with the
15 Climate Action Plan, which notes the need to develop and enhance the City's local
16 circular economy, foster the reuse of materials, reduce carbon emissions, and
17 increase deconstruction and salvage efforts, and

18 WHEREAS the Urban Forest Management Plan, adopted by the City Council
19 in 2019, also includes several targets and actions related to urban wood reuse,
20 such as: establishing protocols for tree debris management, wood utilization, and
21 wood waste diversion for routine tree maintenance, removals, and storm response,
22 as well as reusing wood waste from high-risk tree removals as biomass,
23 woodworking, firewood, and other uses, and
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1 WHEREAS the specific objectives of the study would include work to
2 evaluate the wood waste stream, engage with key stakeholders, develop an
3 ecosystem map, conduct a complete economic and market analysis of biomass
4 processing solutions, and create a proposed collective action strategy, which will
5 take an estimated 18 weeks from the official program start date to be completed,
6 and
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8 WHEREAS with a better understanding of how to expand this work, the City
9 will be well-positioned to navigate tree removal in a way that ensures removed trees
10 are kept out of our waste stream and put to their highest and best use, and
11 supporting the development of an urban wood reuse program assessment and
12 action strategy will help enable the City's Urban Forestry Team to set up the first
13 formal urban wood reuse program within the City, and
14

15 WHEREAS the City's Solid Waste Management Division intends to match
16 the Council Contingency Fund with an additional \$20,000 to cover the full cost of
17 the work, as it aligns with their goals for waste reduction, and
18

19 WHEREAS, at the October 29, 2024, Study Session, Deputy Mayor Hines,
20 shared a Council Consideration Request to authorize the one-time use of \$20,000
21 from the Council Contingency Fund to support an urban wood reuse program
22 assessment and action strategy, and
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24 WHEREAS City staff will negotiate and execute an agreement for services,
25 with terms and deliverables for the City's contribution, and
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WHEREAS RCW 35.34.250 and 35.34.260 authorize a withdrawal from the Council Contingency fund for any municipal expense, the necessity or extent of which could not have been foreseen or reasonably evaluated at the time of adopting the budget, and

WHEREAS Ordinance No. 22569 requires an affirmative vote of not less than six members of the Council in order to withdraw moneys from this fund, and

WHEREAS the City Council finds that an urban wood reuse program assessment and action strategy is a fundamental governmental purpose within the City's authority to provide for public health safety and welfare, and furthers the goals in the City's comprehensive plan which is sufficient consideration to the public to justify the City's investment; Now, Therefore,

BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TACOMA:

Section 1. That the foregoing recitals are hereby adopted as the City Council's legislative findings.

Section 2. That one-time funding in the amount of \$20,000, budgeted from the Council Contingency Fund, is hereby approved for the purpose of supporting an urban wood reuse program assessment and action strategy.



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Section 3. That the proper officers of the City are hereby authorized to confirm deliverables with Cambium Carbon for the purposes hereinabove enumerated, and document as appropriate.

Adopted _____

Mayor

Attest:

City Clerk

Approved as to form:

Chief Deputy City Attorney