



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
 Dylan Carlson, Senior Labor Relations Manager
 Shelby Fritz, Human Resources Director
 Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – March 22, 2022
DATE: March 3, 2022

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by Teamsters Local 313.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the collective bargaining agreement as negotiated with Teamsters Local 313. The agreement is scheduled for consideration by the City Council as a resolution on March 22, 2022. The agreement is for four years and covers approximately 132 full-time equivalent (FTE) budgeted positions, and provides for general wage increases and market and/or compression-based adjustments during the term of the agreement as follows:

Code	Classification	1/1/2022 General	1/1/2023 General	1/1/2023 Market	1/1/2024 General	1/1/2024 Market	1/1/2025 General
50190	Biosolids Distribution Operator	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50120	Sewer Equipment Operator	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50130	Sewer Heavy Equipment Operator	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50100	Sewer Worker	2.25%	2.50%	0%	2.75%	0%	2.75%
50110	Sewer Worker, Senior	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%
50350	Solid Waste Collector/Driver	2.25%	2.50%	3.0%	2.75%	2.0%	2.75%

In addition to the wage increases listed above; the classification of Biosolids Distribution Operator will be reduced from 5 steps to 3 steps and aligned with the pay range for Solid Waste Collector/Driver. The classification of Sewer Equipment Operator 3 step range will also be aligned with the pay range for Solid Waste Collector/Driver. Additionally, the pay range for the classification of Sewer Worker will be reduced from 5 steps to 4 steps, eliminating step 1.

Other changes in the agreement include an increase the amount paid for the application of rate for a Solid Waste Collector/Driver assigned to train and evaluate other Solid Waste Collector/Drivers from 5 percent to 8 percent for all hours so assigned; and removing an application of rate of 5 percent for a Biosolids Distribution Operator when pulling or loading an equipment trailer.



COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Human Resources recommends approval of the ordinance. An ordinance is necessary to provide for changes to rates of pay and other compensation changes for represented classifications pursuant to the collective bargaining agreement with the Teamsters Local 313.

FISCAL IMPACT: Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.