



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
Karen Short, Senior Human Resources Consultant  
Shelby Fritz, Director, Human Resources  
Kari Louie, Assistant Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – March 26, 2024  
**DATE:** March 1, 2024

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**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the Tacoma Joint Labor Committee Agreement; the International Brotherhood of Electrical Workers, Water Pollution Control Unit; the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerks Unit, General Unit and Rail Mechanics Unit, and the Tacoma Police Management Association, Local 26.

**BACKGROUND:**

The ordinance will provide for the implementation of the provisions contained in the Collective Bargaining Agreements and Letter of Agreement as negotiated with the Tacoma Joint Labor Committee; the International Brotherhood of Electrical Workers, Water Pollution Control Unit; the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerks Unit, General Unit and Rail Mechanics Unit, and the Tacoma Police Management Association, Local 26.

The agreements with the Tacoma Joint Labor Committee; the International Brotherhood of Electrical Workers, Water Pollution Control Unit; the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerks Unit, General Unit and Rail Mechanics Unit are scheduled for consideration by the City Council as resolutions on March 26, 2024. The ordinance will also provide for a wage increase of 6.5 percent effective January 1, 2024, for the Tacoma Police Association, Local 26 per the indexing language of the collective bargaining agreement; and correct a clerical error contained in Ordinance 28954, passed January 30, 2024, and update the classification of Police Digital Evidence & Records Support Specialist to Police Digital Evidence & Records Support Analyst.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreements have been reached with the Tacoma Joint Labor Committee Agreement; the International Brotherhood of Electrical Workers, Water Pollution Control Unit; the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerks Unit, General Unit and Rail Mechanics Unit, and the Tacoma Police Union, Local 26, and have been bargained in good faith.

**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 execution of the Collective Bargaining Agreements & Letter of Agreement | N/A                | unknown            |

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreements and Letter of Agreement with the Tacoma Joint Labor Committee Agreement; International Brotherhood of Electrical Workers, Water Pollution Control Unit; the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerks Unit, General unit and Rail Mechanics Unit, and the Tacoma Police Union, Local 26.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

**What Funding is being used to support the expense?**

**Are the expenditures and revenues planned and budgeted in this biennium’s current budget?**

Yes

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

YES

**Will the legislation change the City’s FTE/personnel counts?**

No

**ATTACHMENTS:**

Fiscal Impact Memorandum(s)