



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: March 20, 2024

On the agenda for City Council action on March 26, 2024, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. The collective bargaining agreement is scheduled for consideration by the City Council as a resolution on March 26, 2024. This section provides for a wage increase of 2.5 percent effective retroactive to January 1, 2023, and market-based wage adjustments by classification of between 1.75 percent and 4 percent.

Sections 2-3: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. The sections provide for a general wage increase of 2.75 percent effective January 1, 2024, and 2.75 percent effective January 1, 2025; and also provides for market-based wage adjustments by classification of between 2.5 and 5 percent. It also includes a one-time roll in of certification pay of 5 percent effective January 1, 2024, for the classification of Biosolids Coordinator, for the incorporation of previous requirements eligible for certification pay into the base rate of pay for the position.

Sections 4-6: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the District Lodge #160, on behalf of Local Lodge #297, of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit. The collective bargaining agreement was adopted by the Public Utility Board as a resolution on March 13, 2024 and is scheduled for consideration by the City Council as a resolution on March 26, 2024. The sections provide for a general wage increase of 4 percent retroactive to January 1, 2024; 4 percent effective January 1, 2025; and 2 percent effective January 1, 2026.

Sections 7-9: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the District Lodge #160, on behalf of Local Lodge #297, of the International Association of Machinists and Aerospace Workers, Rail Mechanics Unit. The collective bargaining agreement was adopted by the Public Utility Board as a resolution on March 13, 2024, and is scheduled for consideration by the City Council as a resolution on March 26, 2024. The sections provide for a general wage increase of 5 percent, effective retroactive to January 1, 2024; 5 percent effective January 1, 2025, and 5 percent effective January 1, 2026.

Section 10: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the District Lodge #160, on behalf of Local Lodge #297, of the International Association of Machinists and Aerospace Workers, General Unit. This section provides for a general wage increase effective January 1, 2024, of 2.75 percent; and market-based wage adjustments by classification of between 2 percent and 6 percent.

Section 11: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the District Lodge #160, on behalf of Local Lodge #297, of the International Association of Machinists and Aerospace Workers, General Unit. This section provides for a general wage increase effective January 1, 2025, of 2.75 percent; and market-based wage adjustments by classification of between 0.25 percent and 8 percent.

Section 12: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the District Lodge #160, on behalf of Local Lodge #297, of the International Association of Machinists and Aerospace Workers, General Unit. This section provides for a general wage increase effective January 1, 2025, of 3 percent; and market-based wage adjustments for specific classifications of between 2.25 percent and 3.25 percent.

Section 13: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement negotiated with the Tacoma Police Management Association, Local 26. The section provides for wage increase of 6.5 percent, retroactive to January 1, 2024, based on wage indexing provisions contained in the agreement.

Section 14: Amends Section 1.12.355 to correct an error contained in Ordinance 28954, passed on January 30, 2024. It corrects the title of Police Digital Evidence & Records Specialist to Police Digital Evidence & Records Support Analyst.

Section 15: Amends Section 1.12.640 to implement provisions of the collective bargaining agreements as negotiated with the International Brotherhood of Electrical Workers, Local 483 Water Pollution Control Unit; and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General and Yard Clerks Units. The section provides language for applications of rate per the terms of the collective bargaining agreements; provides for a one-time lump sum payment for employees in the Yard Clerk Unit; and a lump sum payment for VEBA eligible Yard Clerk employees to their individual VEBA accounts.

Section 16: Provides for the effective dates of the sections above.

I would be happy to answer any questions you may have.