



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – October 25, 2022
DATE: October 7, 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 the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, and the Teamsters Local Union No. 117, Tacoma Venues and Events Unit.

BACKGROUND:

The ordinance will provide for the implementation of the Collective Bargaining Agreement (CBA) and Letter of Agreement (LOA) as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit; and the Letter of Agreement with the Teamsters Local Union No. 117, Tacoma Venues and Events Unit. The agreements are scheduled for consideration by the City Council as resolutions on October 25, 2022.

For the IBEW 483 Supervisors’ Unit, the ordinance provides retroactive to January 1, 2022, a general wage increase of 2.25 percent for all classifications, and the following market-based adjustments: Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor, 1 percent; Solid Waste Collection Supervisor, 1.75 percent; Biosolids Supervisor, 2 percent; Warehouse Supervisor, 5 percent, and Customer Accounts Supervisor, 4 percent. Effective January 1, 2023, a general wage increase of 2.50 percent will be provided to all classifications, and a market-based adjustment of 1 percent for Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor. Effective January 1, 2024, and January 1, 2025, a general wage increase of 2.75 percent will be provided. The classification of Warehouse Supervisor will also transfer from the IBEW, Local 483, Customer and Field Services Unit to the IBEW, Local 483, Supervisors’ Unit.

For the Teamsters 117, Tacoma Venues and Events (TVE) Unit, the ordinance will provide for the wage adjustment to the pay range for the classification of TVE Maintenance Chief to equal the pay range of TVE HVAC Mechanic II.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements have been reached with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, and the Teamsters Local Union No. 117, Tacoma Venues and Events Unit, 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 the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to implement provisions of the Collective Bargaining Agreement and Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, and the Letter of Agreement with the Teamsters Local Union No. 117, Tacoma Venues and Events Unit.

FISCAL IMPACT:

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

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

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 Memoranda (2)