



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
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COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – November 9, 2021
DATE: October 18, 2021

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 District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers Unit and Rail Mechanics Unit.

BACKGROUND:

The ordinance will provide for changes to the Compensation Plan to implement the provisions of two (2) Collective Bargaining Agreements as negotiated with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers Unit and Rail Mechanics Unit. The agreements cover approximately 24 full-time equivalent (FTE) budgeted positions. The agreements have been scheduled for consideration by the Public Utility Board as a resolution on October 27, 2021; and are scheduled for consideration by the City Council as resolutions on November 9, 2021.

For the Track Workers Unit: the ordinance provides effective retroactive to January 1, 2021, a general wage increase of 2 percent. Effective in the first pay period after Council ratification of the agreement, the classification of Railway Track Maintenance Worker will receive an additional 13.5 percent market-based adjustment; and the classifications of Railway Track Inspector, Railway Track Maintenance Supervisor and Railway Track Equipment Mechanic-Welder will be re-aligned to 10 percent above the Railway Track Maintenance Worker classification. Effective January 1 of each of the calendar years 2022, 2023, 2024 and 2025, a general wage increase of 2 percent will be applied.

For the Rail Mechanics Unit: the ordinance provides effective retroactive to January 1, 2021, a general wage increase of 2 percent; and the classification of Railway Shop Worker will also receive a market-based adjustment of \$1.00 per hour. Effective January 1, 2022, and January 1, 2023, all classifications will receive a general wage increase of 2 percent. In addition, and effective as soon as practicable following Council adoption of the Agreement, the City will match the 457(b) deferred compensation contributions of employees up to a maximum matching contribution of three (3) percent of base salary. The agreement also provides for a \$2,000 one-time, lump sum payment in lieu of retroactivity on 457 matching funds.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

These agreements have been reached with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, on behalf of Local Lodge #297, Track Workers Unit and Rail Mechanics 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	N/A

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to implement changes in rates of pay and compensation.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office and the Office of Management and Budget. 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 Memorandums