



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Consultant  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – October 10, 2023  
**DATE:** September 14, 2023

---

**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 International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, and the Professional & Technical Employees, Local 17.

**BACKGROUND:**

The ordinance will provide for the implementation of the provisions of the Letter of Agreement (LOA) with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The LOA has been scheduled for consideration by the City Council as a resolution on August 22, 2023.

The ordinance changes the title of the classification of Electrical Trainee to Electrical Pre-Apprentice and reduces the pay range from two steps to a single step. Length of employment in the classification is reduced to a 12-month period from the date of hire. During this 12-month period, the City may request the Civil Service Board approve a non-competitive appointment to one of the appropriate apprenticeship classifications. If such an appointment is not granted, then the Electrical Pre-Apprentice employment may be terminated.

The ordinance will also correct inadvertent clerical errors in Ordinance 28897, passed August 1, 2023, to implement the collective bargaining agreement with the Professional & Technical Employees, Local 17.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreements have been reached with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, and the Professional & Technical Employees, Local 17, 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 for employees.

**FISCAL IMPACT:**

There is no fiscal impact for this change. 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:**