



## Memorandum

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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**SUBJECT:** Ordinance Disclosure  
**DATE:** January 25, 2023

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On the agenda for City Council action on February 7, 2023, 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 provide for the implementation of provisions in the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. The collective bargaining agreement covers three years and has been scheduled for consideration as a resolution on February 7, 2023; and was approved by the Public Utility Board as a Resolution on January 25, 2023. This section provides for a general wage increase effective retroactive to January 1, 2023, of 2.5 percent, and a market-based adjustment of 5.5 percent for the classification of Custodian, and 2.5 percent adjustment for Building Maintenance Worker. The classification of Assistant Building Maintenance Supervisor will maintain the current indexing of 20 percent above the classification of Building Maintenance Worker.

**Section 2:** Amends Section 1.12.355 to provide for the implementation of provisions in the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. The section provides for a general wage increase effective January 1, 2024, of 2.75 percent, and a market-based adjustment of 1.5 percent for the classification of Custodian and Building Maintenance Worker. The classification of Assistant Building Maintenance Supervisor will maintain the current indexing of 20 percent above the classification of Building Maintenance Worker.

**Section 3:** Amends Section 1.12.355 to provide for the implementation of provisions in the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. The section provides for a general wage effective January 1, 2025, of 2.75 percent. The classification of Assistant Building Maintenance Supervisor will maintain the current indexing of 20 percent above the classification of Building Maintenance Worker.

**Section 4:** Amends Section 1.12.355 to provide for implementation of the collective bargaining agreement with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees. The collective bargaining agreement covers three years and has been scheduled for consideration as a resolution on February 7, 2023; and was approved by the Public Utility Board as a Resolution on January 25, 2023. This section provides for a general wage increase effective retroactive to January 1, 2023, of 2.5 percent; and also provides market-based wage adjustments by classification as follows:

Code	Job Title	1/1/2023 Market Adjustment	1/1/2024 Market Adjustment	1/1/2025 Market Adjustment
0141	Business Analyst I	12.5%		
0142	Business Analyst II	12.5%	3%	3.1%
0143	Business Analyst III	12.5 %	3 %	3.1%
0304	Buyer	7.8%		
4612	Buyer Intern	7.8%		
0307	Buyer, Senior	7.8%		
1225	Communications Service Technician	5.8%		
0124	Computer Support Technician	12.5 %	3.5%	
0220	Graphic Arts Specialist	12.5%	5.5%	
0222	Graphic Arts Specialist, Lead	12.45%	5.5%	
0153	Information Technology Analyst, Principal Technical	12.5%	2%	3%
0151	Information Technology Analyst, Senior	7%		
0152	Information Technology Analyst, Senior Technical	9.6%		
4611	Information Technology Business Analyst Intern	12.5%		
4609	Information Technology Computer Support Technician Intern	12.5 %	3.5%	
4610	Information Technology Helpdesk Intern	12.5%		
0118	Information Technology Helpdesk Specialist	12.5%		
0160	Integration Developer	12.5 %		

**Section 5:** Amends Section 1.12.355 to provide for implementation of the collective bargaining agreement with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees. This section provides for a general wage increase effective January 1, 2024, of 2.75 percent; and market-based adjustments by classification as listed above in Section 4.

**Section 6:** Amends Section 1.12.355 to provide for implementation of the collective bargaining agreement with the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees. This section provides for a general wage increase effective January 1, 2025, of 2.75 percent; and market-based adjustments by classification as listed above in Section 4.

**Section 7:** Provides for the effective dates.

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