



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Dylan Carlson, Senior Labor Relations Manager
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – September 21, 2021
DATE: August 30, 2021

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 (IBEW), Local 483, Tacoma Power Unit and IBEW, Local 483 Supervisor’s Unit, and changes in classifications to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for changes to the Compensation Plan to implement the provisions of two (2) Letters of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit and IBEW, Local 483, Supervisors’ Unit. The agreements cover approximately 315 full-time equivalent (FTE) budgeted positions. The Letter of Agreement with the Tacoma Power Unit is scheduled for consideration by the Public Utility Board as a resolution on September 8, 2021, and both letters of agreement are scheduled for consideration by the City Council as resolutions on September 21, 2021.

The agreement with IBEW, Local 483, Tacoma Power Unit provides for a market-based wage adjustments and a general wage increase by classification effective retroactive to April 1, 2021, as provided in the Letter of Agreement; and a 3.5 percent wage increase effective April 1, 2022, and effective April 1, 2023. The ordinance also deletes the classification of Senior Hydro Utility Worker, as it is no longer needed; and provides for clarifying language regarding the application of rate for an employee working in the classification of Hydro Utility Worker when assigned as Lead.

The agreement with IBEW, Local 483, Supervisors’ Unit provides for a market-based wage adjustment of 9 percent effective retroactive to April 1, 2021, for the classifications of Traffic Field Operations Supervisor, and Fire Electrical Maintenance Supervisor.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

Classification changes have been reviewed by the Human Resources, Classification and Compensation Division.

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.



City of Tacoma

City Council Action Memorandum



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, and the creation of new classifications.

FISCAL IMPACT:

Fiscal impact information will be 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