



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – July 25, 2023
DATE: June 30, 2023

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 Professional and Technical Employees, Local 17, and the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

BACKGROUND:

The ordinance will provide for implementation of the provisions of the Collective Bargaining Agreement with the Professional and Technical Employees, Local 17, and the agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement with the Professional and Technical Employees, Local 17, is for four years, covers approximately 281 budgeted, full-time equivalent positions, and has been scheduled for consideration by the Public Utility Board as a resolution on July 12, 2023, and the City Council as a resolution on July 25, 2023.

The ordinance provides retroactive to January 1, 2023, a general wage increase of 2.5 percent, and market-based wage adjustments based on classification between 2 percent and 10 percent. Effective January 1, 2024, a general wage increase of 2.75 percent will be provided, and market-based adjustments by classification between 2 percent and 10 percent. Effective January 1, 2025, a general wage increase of 2.75 percent will be provided; and effective January 1, 2026, a general wage increase of 3 percent will be provided.

The agreement increases the number of pay steps in the pay range for the classification of Solid Waste Route Supervisor (CSC 5037) to three steps, decreases the number of steps in the range for the classification of Wastewater Treatment Plant Operations Supervisor (CSC 5107) from five steps to four, and provides for an application of rate of 3 percent for the classification of Painter Crew Leader (CSC 5206), when working in a confined space, and deletes the classification of Sewer Transmission Systems Maintenance Coordinator (CSC 5028) from the bargaining unit.

The ordinance also provides for the general wage increase effective January 1, 2021, of 2.5 percent and January 1, 2022, of 2.25 percent for the classification of Senior Engineering Instrumentation Technician, (CSC 2020) inadvertently omitted from Ordinance 28691, passed September 22, 2020.

The ordinance also provides for a wage adjustment for the classification of Solid Waste Collection Supervisor (CSC 5017) effective January 1 of the years 2023 through 2025, implementing the provision in the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, which provides for a base rate of pay not less than 10 percent above the top step base rate of the Solid Waste Route Supervisor, represented by the Professional and Technical Employees, Local 17, and included in this ordinance.



COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The collective bargaining agreement has been reached with the Professional and Technical Employees, Local 17, and the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit and has 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 execution of the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation per the terms of the Collective Bargaining Agreement with the Professional and Technical Employees, Local 17, and the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit.

FISCAL IMPACT:

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

What Funding is being used to support the expense?

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 Memorandum