



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: January 18, 2024

On the agenda for City Council action on January 23, 2024, 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 implement provisions of the collective bargaining agreement and letter of agreement as negotiated with the Teamsters Local Union No. 117, General Unit. The collective bargaining agreement was adopted by the Public Utility Board at the meeting on January 10, 2024. The Letter of Agreement is scheduled for consideration by the City Council with the collective bargaining agreement as a resolution on January 23, 2024. This section provides for a wage increase of 2.50 percent effective retroactive to January 1, 2023. In addition, market-based pay adjustments are included for specific classifications of between 3 percent and 6.5 percent.

Section 2: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Teamsters Local Union No. 117, General Unit. This section provides for a general wage increase of 2.75 percent, effective January 1, 2024; and market-based wage adjustments are included for specific classifications of between 0.5 percent and 3.5 percent.

Section 3: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Teamsters Local Union No. 117, General Unit. This section provides for market-based wage adjustments for specific classifications of between 0.5 percent and 3 percent, effective July 1, 2024.

Section 4: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Teamsters Local Union No. 117, General Unit. This section provides for a general wage increase of 2.75 percent, effective January 1, 2025; and market-based wage adjustments are included for specific classifications of between 0.5 percent and 3.5 percent.

Section 5: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Teamsters Local Union No. 117, General Unit. This section provides for market-based wage adjustments for specific classifications of between 0.5 percent and 3 percent, effective July 1, 2025.

Section 6: Amends Section 1.12.355 to implement provisions of the letter of agreement with the Teamsters Local Union No. 117, General Unit. The section creates the classification of Police Digital Evidence & Records Support Specialist (CSC 11480). The classification will be classified, overtime category A, non-exempt from overtime, and will be represented by the Teamsters Local Union No. 117, General Unit for the purposes of collective bargaining. The 2023 salary range of \$25.11 to \$42.69 per hour, step progression, and effective dates will all be aligned with the classification of Public Disclosure Video Redaction Analyst (CSC 11430) for the remaining years (2024-25) of the successor CBA.

Section 7: Amends Section 1.12.640 to implement provisions of the collective bargaining agreement with the Teamsters Local Union No. 117, General Unit. The section provides for an application of rate of 4 percent for the classifications of Police Administrative Support Specialist and Latent Print Examiner when assigned by a supervisor and performing specific tasks (1) training others; (2) developing training plans; and/or (3) participating in the evaluation process for the training provided as outlined in the collective bargaining agreement; and deletes obsolete text that is no longer needed.

Section 8: Provides for the effective dates of the sections above.

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