



**Memorandum**

**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 19, 2022

On the agenda for City Council action on January 25, 2022, 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 1.12.115 to provide for the implementation of provisions of the Collective Bargaining agreement with the International Association of Sheet Metal, Air, Rail and Transportation Workers – Transportation Division (SMART-TD), Yardmasters. The section has been updated to reflect a 3 percent deferred compensation match from the City, regardless of Carrier performance; and clarifies that there is no employer match on 457 Roth contributions.

**Section 2-5:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining agreement with the International Association of Sheet Metal, Air, Rail and Transportation Workers – Transportation Division (SMART-TD), Yardmasters. The section provides for a general wage increase of 2 percent to the hourly rate for journey level Yardmaster effective on January 1 of each year of the agreement, retroactive from 2021 through 2024.

**Section 6-7:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The sections provide for a general wage increase and market adjustment effective January 1, 2022 and January 1, 2023 as follows:

Code	Classification Title	1/1/2022 General	1/1/2022 Market	1/1/2023 General	1/1/2023 Market
62250	TVE Custodian	2.25%	12.75%	2.50%	4.50%
50510	TVE Electrician	2.25%	12.75%	2.50%	2.70%
50500	TVE HVAC Mechanic	2.25%	12.75%	2.50%	4.90%
50530	TVE HVAC Mechanic II	2.25%	12.75%	2.50%	3.80%
50480	TVE Maintenance Chief	2.25%	12.75%	2.50%	5.35%
50490	TVE Maintenance Chief, Assistant	2.25%	12.75%	2.50%	4.60%
60140	TVE Maintenance Worker I	2.25%	12.75%	2.50%	8%
60150	TVE Maintenance Worker II	2.25%	6.89%	2.50%	0%

**Section 8-9:** Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The sections provide for a general wage increase of 2.75 percent effective January 1, 2024 and effective January 1, 2025.

**Section 10:** Amends Section 1.12.640 to provide for the implementation of provisions of Collective Bargaining Agreement with the SMART-TD Yardmasters. The section provides in recognition of concessions made during negotiations, for each regular Yardmaster, a one-time, lump sum payment of \$2,000. In addition, it provides language that new employees (including extra list Yardmasters) hired into the Yardmaster classification after Council ratification of the 2021-24 collective bargaining agreement shall not be eligible or participate in the longevity program.

**Section 11:** Provides for the effective dates of the sections above.

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