



**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 – January 10, 2023  
**DATE:** December 20, 2022

**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 International Brotherhood of Electrical Workers, Local 483, Human Resources Unit effective January 1, 2023 through December 31, 2024.

**BACKGROUND:**

The ordinance will provide for implementation of the provisions of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

The agreement is for two years, covers approximately 25 budgeted, full-time equivalent positions, and is scheduled for consideration by the City Council as a resolution on January 10, 2023. The ordinance provides retroactive to January 1, 2023, a general wage increase of 2.5 percent, and market-based wage adjustments for the classifications of Human Resources Assistant, 8 percent; Human Resources Specialist and Human Resources Analyst, 5 percent. Effective January 1, 2024, a general wage increase of 2.75 percent, and market-based wage adjustments for the classifications of Human Resources Assistant 2 percent; Human Resources Specialist and Human Resources Analyst 1 percent.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The collective bargaining agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Human Resources 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



**City of Tacoma**

**City Council Action Memorandum**

**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 International Brotherhood of Electrical Workers, Local 483, Human Resources 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