



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
 Kari Louie, Assistant Human Resources Director  
 Karen Short, Senior Human Resources Consultant  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance - June 13, 2023  
**DATE:** May 22, 2023

**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**BACKGROUND:**

The ordinance will provide for the implementation of the provisions of the Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

The ordinance includes modifications to language in Section 1.12.640 Application of additional rates, intended to clarify the compensation of a Fire Maintenance Electrician when performing Lead duties.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

**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 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 for employees.

**FISCAL IMPACT:**

There is no fiscal impact. Department Directors will be responsible for adhering to their overall levels of appropriation.



City of Tacoma

City Council Action Memorandum

**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:**