



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
 Karen Short, Senior Human Resources Consultant  
 Shelby Fritz, Director, Human Resources  
 Kari Louie, Assistant Director, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance  
**DATE:** January 5, 2024

**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the Teamsters Local Union No. 117, General Unit, effective January 1, 2023, through December 31, 2025.

**BACKGROUND:**

The ordinance will provide for the implementation of provisions of the Collective Bargaining Agreement and Letter of Agreement as negotiated with the Teamsters Local Union No. 117, General Unit. The agreement is for three years, covers approximately 243 budgeted, full-time equivalent positions and has been scheduled for consideration by the Public Utility Board as a resolution on January 10, 2024.

Effective retroactive to January 1, 2023, a general wage increase of 2.50 percent will be provided; effective January 1, 2024, and January 1, 2025, a general wage increase of 2.75 percent will be provided. In addition to the general wage increases, market-based wage adjustments will be provided by classification as follows:

CODE	JOB TITLE	1/1/2023	1/1/2024	7/1/2024	7/1/2025
53650	Animal Control & Compliance Officer	6.50%	3.50%	3.00%	1.50%
50160	Asphalt Plant Crew Leader	4.00%	1.50%	1.50%	1.00%
50150	Asphalt Plant Operator	4.00%	1.50%	1.50%	1.00%
52010	Carpenter	4.00%	1.00%	1.00%	0.50%
52100	Concrete Finisher Crew Leader	4.00%	1.50%	1.50%	1.00%
11010	Crime Analyst	4.00%	0.50%	1.00%	
11020	Crime Analyst, Senior	4.00%	0.50%	1.00%	
10990	Crime Program Technician	4.00%	0.50%	1.00%	
42100	Crime Scene Technician	4.00%	2.00%	1.50%	3.50%
50200	Equipment Operator	4.00%	1.00%	1.00%	0.25%
50210	Equipment Operator, Heavy	4.00%	1.00%	1.00%	0.25%
42080	Forensic Specialist	3.00%			
50410	Grounds Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50400	Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%
50470	Hydro Grounds Maintenance Worker	4.00%	1.50%	1.50%	1.00%
50010	Laborer	3.00%	1.00%		0.50%
42120	Latent Print Examiner	3.00%			



CODE	JOB TITLE	1/1/2023	1/1/2024	7/1/2024	7/1/2025
52050	Painter, Industrial	4.00%	1.25%		
00160	Police Administrative Support Specialist	4.00%	1.00%		1.50%
06280	Refuse Scale Operator	4.00%	1.00%	1.00%	1.00%
06270	Solid Waste Worker	4.00%	1.00%	1.00%	1.00%
50250	Street Maintenance Crew Leader	4.00%	1.50%	1.50%	1.00%
50020	Street Maintenance Worker	4.00%	1.50%	1.50%	1.00%
05300	Tax & License Field Auditor	3.00%	0.25%	0.50%	0.50%
05310	Tax & License Field Auditor, Senior	3.00%	0.25%	0.50%	0.50%
05290	Tax & License Office Auditor	3.00%	0.25%	0.50%	0.50%
05250	Tax License Compliance Officer	3.00%	0.25%	0.50%	0.50%
05270	Tax & License Compliance Officer, Lead	3.00%	0.25%	0.50%	0.50%
50230	Traffic Sign & Marking Specialist	4.00%	1.50%	1.50%	1.00%

The ordinance will add an application of rate of 4 percent for the classifications of Police Administrative Support Specialist and Latent Print Examiner when performing training, developing training plans, or participating in the evaluation process for the training provided.

The ordinance will also create a new classification to be titled Police Digital Evidence & Records Support Analyst. The classification will be represented by the Teamsters Local Union No. 117, General Unit, and will be classified, overtime category "A" and FLSA non-exempt. The salary range for Police Digital Evidence & Records Support Analyst, will be aligned with the classification of Public Disclosure Video Redaction Analyst (CSC 11430). For the remaining years of the successor CBA (2024 - 2025), the hourly rates of pay for the Police Digital Evidence & Records Support Analyst will be adjusted to match the Public Disclosure Video Redaction Analyst hourly rates of pay, step progression, and effective dates.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The agreements have been reached with the Teamsters Local Union No. 117, General Unit, and have 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 Collective Bargaining Agreement & Letter of Agreement	N/A	unknown



**City of Tacoma**

**City Council Action Memorandum**

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council by resolution is required to execute the Collective Bargaining Agreement and Letter of Agreement with the Teamsters Local Union No. 117, General 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(s)