



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Kari Louie, Acting Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – July 8, 2025
DATE: June 23, 2025

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for certain nonrepresented employees, and employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, and the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit.

BACKGROUND:

The ordinance provides for the implementation of provisions of the collective bargaining agreements as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit, and the Tacoma Police Union, Local 6, I.U.P.A., Community Service Officers Unit. The collective bargaining agreements are scheduled for consideration by the City Council as resolutions on July 8, 2025. The ordinance will also provide for compensation changes for certain nonrepresented classifications.

For classifications represented by the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit, the ordinance provides for a general wage increase retroactive to April 1, 2024, of 2.75 percent and also includes market-based wage adjustments by classification of between 2.25 percent and 16.9 percent; and effective April 1, 2025, a general wage increase of 2.75 percent and a market-based adjustment of .85 percent. The ordinance will also provide for the following:

1. Title changes for Wynoochee Project Maintenance Technician to Wynoochee Project Operations/Maintenance Technician, Systems Power Dispatcher to Power System Operator, and Systems Power Dispatcher Candidate to Power System Operator Candidate.
2. Changes the overtime designation for the classification of Tool & Equipment Room Coordinator from overtime category A to overtime category C.
3. Increases the application of rate to 7.5 percent for a Hydroelectric Mechanic, Hydroelectric Electrician assigned to oversee the work of two or more contract employees; or when designated as a lead worker.
4. Increases the application of rate to 16.48 percent over the base rate of pay for an employee assigned as a Senior Electrical Meter and Relay Technician; and 27.23 percent for an employee assigned as the Assistant Supervisor Meter and Relay Technician.
5. Adds an application of rate of 5 percent for hours worked by a Line Electrician, Senior Line Electrician, Wire Electrician, or Senior Line Electrician, when assigned to asbestos work; and an application of rate of 10 percent for a Power System Operator, when assigned to provide coverage for another Power System Operator for 2 hours or more, as well as cover their own assignment.

For the Community Service Officer Unit represented by the Tacoma Police Union, Local 6, the ordinance includes a general wage increase retroactive to January 1, 2025, of 2.75 percent. Effective January 1, 2026, a general wage increase of 3.0 percent will be provided. In addition, the ordinance provides language for applications of rate of 2 percent for hours spent as a foreign language interpreter and translator in the course of work duties; 4 percent for hours spent providing training when assigned by a supervisor; and a lump sum payment in the amount of \$500 upon Council adoption of the agreement and then annually in January thereafter in recognition of the Department's CALEA accreditation and maintenance of the accreditation.



In addition, it has been identified that the proposed IBEW 483, Tacoma Power contract wage adjustments in this ordinance will create considerable wage compression issues for certain supervisors and their direct reports. To address this issue, the ordinance will provide for a temporary application of rate of 9 percent or 20 percent above the regular rate of pay for the classifications of Power Field Operations Supervisor, Senior; Power Utility Manager, Senior; and Assistant Section Manager, Power Utility, where specific compression concerns have been identified, and upon approval by the Human Resources Director. It is intended that these applications of rate will expire once a thorough analysis can be completed for a longer-term solution.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements reached with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit, and the Tacoma Police Union, Local 6, I.U.P.A., Community Services Officers Unit, 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 the legislation	N/A	Unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement changes for nonrepresented classifications, and also implement provisions of the Collective Bargaining Agreements with the IBEW, Local 483, Tacoma Power Unit, and the Tacoma Police Union, Local 6, Community Services Officers Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office and 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:

Collective Bargaining Agreements
Fiscal Impact Memorandums