



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
 Dylan Carlson, Senior Labor Relations Manager
 Shelby Fritz, Human Resources Director
 Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – January 25, 2022
DATE: January 6, 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 Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters; and the Teamsters Local Union No. 117, Tacoma Venues and Events (TVE) Unit.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the collective bargaining agreements as negotiated with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters; and the Teamsters Local Union No. 117, Tacoma Venues and Events (TVE) Unit.

The collective bargaining agreement with the SMART-TD Yardmasters covers four years, has been scheduled for consideration by the Public Utility Board as a resolution on January 12, 2022; and is scheduled for consideration by the City Council as a resolution on January 25, 2022. The collective bargaining agreement with the Teamsters Local Union No. 117, TVE Unit covers four years and is scheduled for consideration by the City Council as a resolution on January 25, 2022. The ordinance provides for the following:

The SMART-TD, Yardmasters agreement provides that the journey-level Yardmaster hourly base wage will increase by 2 percent retroactive to January 1, 2021, and will increase by 2 percent on January 1 of each of the remaining three years of the agreement; and in recognition of concessions made during negotiations, each regular Yardmaster will receive a one-time, lump sum payment of \$2,000.

The Teamsters Local 117 TVE agreement provides for a general wage increase in each year of the agreement and market-based adjustments in years 2022 and 2023 by classification as follows:

Code	Classification Title	1/1/2022 General	1/1/2022 Market	1/1/2023 General	1/1/2023 Market	1/1/2024 General	1/1/2025 General
62250	TVE Custodian	2.25%	12.75%	2.50%	4.50%	2.75%	2.75%
50510	TVE Electrician	2.25%	12.75%	2.50%	2.70%	2.75%	2.75%
50500	TVE HVAC Mechanic	2.25%	12.75%	2.50%	4.90%	2.75%	2.75%
50530	TVE HVAC Mechanic II	2.25%	12.75%	2.50%	3.80%	2.75%	2.75%
50480	TVE Maintenance Chief	2.25%	12.75%	2.50%	5.35%	2.75%	2.75%
50490	TVE Maintenance Chief, Assistant	2.25%	12.75%	2.50%	4.60%	2.75%	2.75%
60140	TVE Maintenance Worker I	2.25%	12.75%	2.50%	8%	2.75%	2.75%
60150	TVE Maintenance Worker II	2.25%	6.89%	2.50%	0%	2.75%	2.75%



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	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Human Resources recommends approval of the ordinance. An ordinance is necessary to provide for changes to rates of pay and other compensation changes for represented classifications pursuant to the collective bargaining agreements with the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters; and the Teamsters Local Union No. 117, Tacoma Venues and Events (TVE) Unit.

FISCAL IMPACT: Fiscal impact information is provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.