



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Analyst
SUBJECT: Ordinance Disclosure
DATE: April 20, 2022

On the agenda for City Council action on April 26, 2022, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Sections 1 and 2: Amends Section 1.12.355 to implement provisions of a Letter of Agreement with the City of Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME. The Agreement is scheduled for consideration by the City Council as a resolution on April 26, 2022. The sections provide for a 2.25 percent general wage increase retroactive to January 1, 2022. The general wage increase will take into account the 1 percent increase already provided to bargaining unit members on January 1, 2022 and cancels the 1 percent wage increase scheduled to be effective July 1, 2022.

Sections 3 and 4: Amends Section 1.12.355 to implement provisions of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. The Agreement is scheduled for consideration by the City Council as a resolution on April 26, 2022. The sections provide for a 2.25 percent general wage increase retroactive to January 1, 2022. The general wage increase will take into account the 1 percent increase already provided to bargaining unit members on January 1, 2022 and cancels the 1 percent wage increase scheduled to be effective July 1, 2022.

Section 5: Amends Section 1.12.355 to implement provisions of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. The section provides for a title change for the classification of Utilities Field Investigator (CSC 0602) to Advanced Meter Field Investigator; provides for a market adjustment to the classification of approximately 5 percent and increases the pay range from one to three steps. The section also creates a new classified title of Advanced Meter Field Investigator, Lead (CSC 0603). The classification will be classified, hourly, overtime category A, and represented by the IBEW Local 483, Customer and Field Services bargaining unit. The salary range will include 4 steps, set approximately 15 percent over the salary range for Advanced Meter Field Investigator.

Section 6: Amends Section 1.12.355 to provide for a correction to the pay rates contained in Ordinance 28801, passed on January 11, 2022, for classifications represented by the Tacoma Police Management Association, Local 26, retroactive to January 1, 2022, due to an error in calculations.

Section 7: Amends Section 1.12.640 to provide for the implementation of the Letter of Agreement (LOA) negotiated with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. It changes the title for Utilities Field Investigator to Advanced Meter Field Investigator and removes applications of rate that are no longer needed. The section also provides language to implement an LOA with the IBEW, Local 483, Tacoma Power or Supervisors' Units for the Tacoma Signal & Street Maintenance Employee Retention Incentive to receive lump sum payments per the terms of the agreement.

Section 8: Provides for the effective dates.

I would be happy to answer any questions you may have.