



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Analyst, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – June 7, 2022
DATE: May 19, 2022

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 International Brotherhood of Electrical Workers (IBEW), Local 483, Customer and Field Services Unit; IBEW, Local 483, Water Division Unit; and the Brotherhood of Locomotive Engineers and Trainmen.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit; a Letter of Agreement with the IBEW, Local 483, Water Division Unit; and the collective bargaining agreement with the Brotherhood of Locomotive #Engineers and Trainmen.

The ordinance provides for Customer and Field Services Unit, a general wage increase effective January 1, 2022, of 2.25 percent, and a market-based adjustment for the classifications of Mail & Stock Processor (CSC 0018) and Meter Reader (CSC 0601) of 2.5 percent; and an adjustment to align the classification of Senior Mail & Stock Processor (CSC 0012) 10 percent above Mail & Stock Processor. Effective January 1, 2023 a general wage increase of 2.5 percent will be applied, and effective January 1, 2024, a 2.75 percent general wage increase will be applied.

In addition, the City and IBEW Local 483 have jointly submitted a Unit Clarification petition to the Public Employment Relations Commission proposing to transfer the classification of Warehouse Supervisor from the 483 Customer & Field Services bargaining unit to the 483 Supervisors’ bargaining unit, where it shares a stronger community of interest. The classification of Warehouse Supervisor has been removed from 483 Customer & Field Services agreement.

The Letter of Agreement with the IBEW, Local 483, Water Division Unit, provides for an application of rate for employees who are assigned to the Water Treatment Plant Operator-in-Training program. The rate of pay for the application of rate is 90-percent of the Water Treatment Plant Operator rate of pay.

The ordinance also provides for a wage increase for classifications represented by the Brotherhood of Locomotive Engineers and Trainmen. The collective bargaining agreement provides that in the event an agreement is not reached by July 1, 2019, the basic daily rate of pay for locomotive engineers shall be increased by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, measured from June of 2015 to June of 2016, with a minimum increase of two (2) percent and a maximum increase of four (4) percent. Future cost of living allowance(s) shall be payable in the manner set forth above, until the terms thereof are revised by the parties pursuant to the Railway Labor Act.

The CPI-W increase for this period was published as two (2) percent. Since an agreement has not yet been reached, the ordinance will provide for a wage increase of two (2) percent effective July 1, 2022.



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:

Department Directors will be responsible for adhering to their overall levels of appropriation.

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:

Fiscal impact memorandums