



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Shelby Fritz, Director, Human Resources
Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – October 11, 2022
DATE: September 19, 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 Brotherhood of Electrical Workers, Local 483, Water Division Unit.

BACKGROUND:

The ordinance will provide for the implementation of provisions of a Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. The three-year agreement covers approximately 135 budgeted, full-time positions, and has been scheduled for consideration by the Public Utility Board as a resolution on September 28, 2022, and has been scheduled for consideration by the City Council as a resolution on October 11, 2022.

The ordinance provides for a wage increases in each year of the agreement. Effective January 1, 2022, a 2.25 percent increase will be provided, and in addition, market-based wage adjustments will be applied to classifications as follows: a 1.8 percent adjustment for Water Quality Specialists, Watershed Inspectors, and Water Service Mechanics; a 3.0 percent adjustment for supervisory classifications; and a 2.25 percent adjustment for all other classifications. Effective January 1, 2023, a general wage increase of 2.5 percent and a market adjustment of 2.5 percent will be provided; and effective January 1, 2024, a general wage increase of 2.75 percent and a market adjustment of 1.5 percent will be provided.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit, and has 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 is required to implement the provisions of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division 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.

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 Memorandum from the Budget Office