



## Memorandum

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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Consultant  
**SUBJECT:** Ordinance Disclosure  
**DATE:** September 28, 2023

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On the agenda for City Council action on October 10, 2023, 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.

**Section 1:** Amends Section 1.12.355 to implement provisions of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section changes the title of the classification of Electrical Trainee (CSC 5239) to Electrical Pre-Apprentice and reduces the pay range from two steps to a single step. Length of employment in the classification is reduced to a 12-month period from the date of hire. During this 12-month period, the City may request the Civil Service Board approve a non-competitive appointment to one of the appropriate apprenticeship classifications. If such an appointment is not granted, then the Electrical Pre-Apprentice employment may be terminated.

**Section 2-5:** Amends Section 1.12.355 to correct errors contained in Ordinance 28897, which was passed August 1, 2023, for classifications related to the implementation of the collective bargaining agreement with the Professional & Technical Employees, Local 17, effective for calendar years 2023 through 2026.

**Section 6:** Amends Section 1.12.640 to implement provisions of the Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section provides that the classification of Electrical Pre-Apprentice (CSC 5239) are excluded from participation in the RHS Medical Savings Account plan.

**Section 7:** Provides for the effective dates

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