



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
 Karen Short, Senior Human Resources Analyst, Human Resources
 Dylan Carlson, Senior Labor Relations Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance - June 8, 2021
DATE: May 19, 2021

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, Clerical Unit, the Brotherhood of Locomotive Engineers and Trainmen; and the non-represented position of City Manager.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the Collective Bargaining Agreements negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, the Brotherhood of Locomotive Engineers and Trainmen, and the non-represented position of City Manager.

The IBEW Clerical Unit agreement is for three years, and covers approximately 181 budgeted, full-time equivalent positions, and is scheduled for consideration by the Public Utility Board as a resolution on May 26, 2021, and by the City Council as a resolution on June 8, 2021. The agreement provides for the following general wage increases:

- Effective January 1, 2021, a general wage increase of 1 percent
- Effective January 1, 2022, a general wage increase of 1 percent
- Effective July 1, 2022, a general wage increase of 1 percent
- Effective January 1, 2023, a general wage increase equal to 100% of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue Area, all items, measured from June of 2021 to June of 2022, with a minimum increase of 2 percent and a maximum increase of 3 percent

In addition to the general wage increases listed above, the following market adjustments shall be applied:

Market Adjustments				
Code	Classification	January 1, 2021	January 1, 2022	January 1, 2023
0006	Office Assistant	3.0%	2.0%	2.0%
0504	Financial Assistant	3.0%	2.0%	2.0%
0508	Accountant	4.0%	4.0%	2.0%
0514	Accountant, Senior	4.0%	4.0%	2.0%
0547	Retirement Specialist	3.0%	2.0%	2.0%
0737	Administrative Assistant	3.0%	2.0%	2.0%
1140	Public Disclosure Specialist	4.0%	3.0%	2.0%
1141	Public Disclosure Analyst	5.0%	5.0%	2.0%



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, 2021.

The ordinance will also provide for a general wage increase of 1 percent for the non-represented position of City Manager, retroactive to May 16, 2021. The City council moved to accept the annual performance review and salary recommendation of the City Manager at the Council meeting on May 11, 2021.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements have been reached with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit and the Brotherhood of Locomotive Engineers and Trainmen and have 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 provisions of the Collective Bargaining Agreements with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit and the Brotherhood of Locomotive Engineers and Trainmen, and to provide for the general wage increase to the position of City Manager.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget and the Management Services Office for represented wage increases. The fiscal impact of the City Manager wage increase is \$6,156 and has been budgeted. 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.



City of Tacoma

City Council Action Memorandum

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