



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
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COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – August 6, 2024
DATE: July 17, 2024

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 Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, and the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

BACKGROUND:

The ordinance provides for implementation of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, and three Letters of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreements are scheduled for consideration by the City Council as resolutions on August 6, 2024.

The collective bargaining agreement with the SMART-TD Conductors Unit provides for an increase in wages effective retroactive to July 1, 2021, of 3 percent; effective retroactive to July 1, 2022, of 3 percent; effective retroactive to July 1, 2023, of 3 percent; effective retroactive to July 1, 2024, of 5 percent; effective July 1, 2025, of 3 percent; and effective July 1, 2026, of 2 percent. The ordinance also provides that Rail Conductors active on the date of City Council ratification of the agreement will receive a one-time, lump sum payment of \$1,000.

The three letters of agreement with the IBEW, Local 483, Supervisors Unit provide for

1. The accretion of Hydro Park Supervisor and Assistant Hydro Park Supervisor to the 483 Supervisors' Unit. These classifications will receive a general wage increase effective June 10, 2024, of 2.75 percent, and the wage scale will be reduced from 9 steps to 5 steps. The positions will be classified, salaried, and not eligible for overtime. Each Hydro Parks Supervisor and Assistant Hydro Parks Supervisor employed on the date of City Council approval will receive a one-time, lump sum payment of \$1,000; and employees will be eligible to receive longevity pay.
2. Wage adjustments for the classification of Biosolids Supervisor effective retroactive to January 1, 2023, of 1.75 percent; retroactive to January 1, 2024, of 2.5 percent, plus a one-time roll in of previously earned certification pay; and effective January 1, 2025, of 2.5 percent.
3. The creation of a new classification to be titled Water Electrical & Controls Field Supervisor. The classification will be part of the classified service, hourly, overtime eligible, and represented and covered by the terms of the IBEW, Local 483, Supervisors' Unit collective bargaining agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Collective Bargaining Agreement with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, and the Letters of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit, have been reached and 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 execution of the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation per the terms of the Collective Bargaining Agreement with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, and the Letters of Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

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(s)