



TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Analyst
SUBJECT: Ordinance Disclosure
DATE: March 20, 2022

On the agenda for City Council action on March 22, 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 provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Teamsters Local 313. The agreement is scheduled for consideration by the City Council as a resolution on March 22, 2022 and covers approximately 132 full-time equivalent (FTE) budgeted positions. This section provides for a general wage increase of 2.25 percent effective retroactive to January 1, 2022. In addition, the classification of Biosolids Distribution Operator is reduced from 5 steps to 3 steps and aligned with the pay range for Solid Waste Collector Driver. The classification of Sewer Equipment Operator 3 step range will also be aligned with the pay range for Solid Waste Collector/Driver. Additionally, the pay range for the classification of Sewer Worker will be reduced from 5 steps to 4 steps, eliminating step 1.

Section 2: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Teamsters Local 313. This section provides for a general wage increase effective January 1, 2023 of 2.5 percent, and a market-based adjustment of 3 percent for all bargaining unit classifications with the exception of Sewer Worker.

Section 3: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Teamsters Local 313. This section provides for a general wage increase effective January 1, 2024 of 2.75 percent and a market-based adjustment of 2 percent for all bargaining unit classifications with the exception of Sewer Worker.

Section 4: Amends Section 1.12.355 to provide for the implementation of provisions of the Collective Bargaining Agreement as negotiated with Teamsters Local 313. This section provides for a general wage increase effective January 1, 2025 of 2.75 percent.

Section 5: Amends Section 1.12.640 to provide for the implementation of provision of the Collective Bargaining Agreement as negotiated with Teamsters Local 313. The section provides for an increase to the application of rate for a Solid Waste Collector/Driver assigned to train and evaluate other Solid Waster Collector/Drivers from 5 percent to 8 percent for all hours so assigned; and removes an application of rate for a Biosolids Distribution Operator when pulling or loading an equipment trailer, as it is no longer needed.

Section 6: Provides for the effective dates of the sections above.

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