



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Analyst, Human Resources  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – April 26, 2022  
**DATE:** April 8, 2022

---

**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for represented employees and changes in classifications to reflect the organizational structure.

**BACKGROUND:**

The ordinance will provide for the implementation of four (4) Letters of Agreement, and other related documents related to pay and compensation for employees within the following bargaining units:

1. Washington State Council of County and City Employees, AFSCME, Local 120
2. International Brotherhood of Electrical Workers, Local 483, Human Resources Unit
3. International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit
4. International Brotherhood of Electrical Workers, Local 483, Power and Supervisors' Units
5. Tacoma Police Management Association, Local 26

The Letters of Agreement have been scheduled for City Council consideration as resolutions on April 26, 2022.

The ordinance includes a change to the title of Utilities Field Investigator (CSC 0602) to Advanced Meter Field Investigator and create a new classification of Advanced Meter Field Investigator, Lead (CSC 0603). The new classification will be classified, hourly, overtime category A, and will be represented by the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. The ordinance will delete the applications of rate for Meter Reader (CSC 0601) and Utilities Field Investigator (CSC 0602) when assigned as lead.

The ordinance also provides for a correction to pay rates contained in Ordinance 28801, Section 8, passed on January 11, 2022, for employees represented by the Tacoma Police Management Association, Local 26, due to an error in calculation, retroactive to January 1, 2022.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The new classification included in the ordinance has been reviewed by the Human Resources, Classification and Compensation Division.

**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	N/A

**EVALUATION AND FOLLOW UP:**

**STAFF/SPONSOR RECOMMENDATION:**

Authorization from the City Council is required to implement changes in rates of pay and compensation, and the creation of new classifications.

**FISCAL IMPACT:**

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 memorandums