



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: October 19, 2022

On the agenda for City Council action on October 25, 2022, 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 the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement covers approximately 14 budgeted, full-time positions, was approved by the Public Utility Board as a resolution on October 12, 2022 and will be considered by the City Council as a resolution on October 25, 2022. This section provides for a general wage increase of 2.25 percent retroactive to January 1, 2022, and also includes the following market-based adjustments: Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor, 1 percent; Solid Waste Collection Supervisor, 1.75 percent; Biosolids Supervisor, 2 percent; Warehouse Supervisor, 5 percent, and Customer Accounts Supervisor, 4 percent.

Section 2: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. This section provides for a general wage increase of 2.5 percent effective January 1, 2023, and also includes a market-based adjustment of 1 percent for the classifications of Fire Electrical Maintenance Supervisor and Traffic Field Operations Supervisor.

Section 3: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. This section provides for a general wage increase of 2.75 percent effective January 1, 2024.

Section 4: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. This section provides for a general wage increase of 2.75 percent effective January 1, 2025.

Section 5: Amends Section 1.12.355 to provide for the implementation of a Letter of Agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The parties previously agreed to align the pay for the classifications of TVE Maintenance Chief and TVE HVAC Mechanic II beginning January 1, 2023. This section provides for the equalization of wages to take effect November 7, 2022.

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

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