



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
 Karen Short, Senior Human Resources Consultant  
 Shelby Fritz, Director, Human Resources  
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**COPY:** City Council and City Clerk  
**SUBJECT:** Pay & Compensation Ordinance – November 5, 2024  
**DATE:** October 21, 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 International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit; IBEW, Local 483, Power Unit; and the Teamsters Local 117, General Unit.

**BACKGROUND:**

The ordinance provides for the implementation of provisions in the Collective Bargaining Agreements as negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit; the Teamsters Local Union No. 117, General Unit for the classification of Police Digital Evidence & Records Support Analyst; and a Letter of Agreement with the IBEW, Local 483, Power Unit for the classifications of Telecommunications Engineer and Senior Telecommunications Engineer.

The ordinance provides for a general wage increase for the IBEW, Local 483, Clerical Unit effective retroactive to January 1, 2024, of 2.75 percent; effective January 1, 2025, a general wage increase of 2.75 percent; and effective January 1, 2026, a general wage increase of 3.00 percent. In addition to the general wage increases, market-based increases will be provided by classification as follows:

<b>IBEW, Local 483, Clerical Unit, Market-Based Increases 2024 - 2026</b>				
<b>Code</b>	<b>Job Title</b>	<b>1/1/2024</b>	<b>1/1/2025</b>	<b>1/1/2026</b>
05080	Accountant	2.75%	1.25%	0.00%
05140	Accountant, Senior	2.75%	1.25%	0.00%
07370	Administrative Assistant	3.00%	2.25%	1.00%
05040	Financial Assistant	3.00%	2.25%	1.00%
00060	Office Assistant	3.00%	2.25%	1.00%
11400	Public Disclosure Specialist	3.00%	3.25%	3.25%
11410	Public Disclosure Analyst	3.00%	3.25%	3.25%
11430	Public Disclosure Video Redaction Analyst	3.00%	3.25%	3.25%
11440	Public Disclosure Analyst, Lead	3.00%	3.25%	3.25%
05470	Retirement Specialist	3.00%	2.25%	1.00%

The ordinance also provides for a wage increase per the terms of the collective bargaining agreement with the Teamsters Local Union No. 117, General Unit, for the classification of Police Digital Evidence & Records Support Analyst (CSC 1148). Wages for the title will be equivalent to the wages for Public Disclosure Video Redaction Analyst (CSC 1143), represented by the IBEW, Local 483, Clerical Unit, effective January 1, 2024, and January 1, 2025.

The ordinance also provides for the classifications of Telecommunications Engineer and Senior Telecommunications Engineer to be recognized and incorporated into and covered by the terms of the



agreement with the IBEW, Local 483, Power Unit. The classifications will be amended to be part of the classified service, designated as overtime category “E”, and will not be eligible for overtime or compensatory time off. Effective retroactive to September 16, 2024, the classifications will receive a general wage increase of 2.75 percent, and the wage scale will be adjusted from 9 steps to 5 steps per the terms of the LOA. Each employee will be placed at Step 5 of the pay range and will be eligible for longevity pay. Telecommunications Engineers and Senior Telecommunications Engineers employed on the date of City Council approval will also receive a one-time, lump sum payment of fifteen hundred dollars (\$1,500).

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

The Collective Bargaining Agreements with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, and Teamsters Local Union No. 117 General Unit, and the Letter of Agreement with the IBEW, Local 483, Power 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 Agreements with the International Brotherhood of Electrical Workers (IBEW), Local 483, Clerical Unit, the Teamsters Local Union No. 117 General Unit, and the Letter of Agreement with the IBEW, Local 483, Power Unit.

**FISCAL IMPACT:**

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



**City of Tacoma**

**City Council Action Memorandum**

**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)