



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: May 26, 2022

On the agenda for City Council action on June 7, 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 implement provisions of the collective bargaining agreement with the Brotherhood of Locomotive Engineers and Trainmen. The collective bargaining agreement provides that in the event an agreement is not reached by July 1, 2019, the basic daily rate of pay for locomotive engineers shall be increased by an amount equal to 100 percent of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle area all items, measured from June of 2015 to June of 2016, with a minimum increase of two (2) percent and a maximum increase of four (4) percent. Future cost of living allowance(s) shall be payable in the manner set forth above, until the terms thereof are revised by the parties pursuant to the Railway Labor Act. The CPI-W increase for this period was published as two (2) percent. Since an agreement has not yet been reached, the ordinance will provide for a wage increase of two (2) percent effective July 1, 2022.

Section 2: Amends Section 1.12.355 to implement provisions of a collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. The section provides for a general wage increase effective January 1, 2022, of 2.25 percent, a market-based adjustment for the classifications of Mail & Stock Processor (CSC 0018) and Meter Reader (CSC 0601) of 2.5 percent; and an adjustment to align the classification of Senior Mail & Stock Processor (CSC 0012) to 10 percent above Mail & Stock Processor. In addition, the City and the Union have jointly submitted a Unit Clarification petition to the Public Employment Relations Commission proposing to transfer the classification of Warehouse Supervisor from the IBEW 483 Customer and Field Services Unit to the IBEW 483 Supervisors' Unit where it shares a stronger community of interest. The classification of Warehouse Supervisor has been removed from the 483 Customer and Field Services agreement.

Section 3: Amends Section 1.12.355 to implement provisions of a collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. The section provides for a general wage increase effective January 1, 2023, of 2.5 percent,

Section 4: Amends Section 1.12.355 to implement provisions of a collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. The section provides for a general wage increase effective January 1, 2024, of 2.75 percent,

Section 5: Amends Section 1.12.640 to implement provisions of a collective bargaining agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer and Field Services Unit; and a Letter of Agreement with the IBEW, Local 483, Water Division Unit. The section provides for clarifying changes for the applications of rate for an Advanced Meter Field Investigator; and an application of rate for an eligible employee selected to receive necessary training and development to become a certified Water Treatment Plant Operator (WTPO) Level 2, will be temporarily placed in a Water Treatment Plant Operator-In-Training (WOIT) position, and paid at 90 percent of the Water Treatment Plan Operator rate of pay.

Section 6: Provides for the effective dates.

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