



To: Elizabeth Pauli, City Manager
From: Katie Johnston, Budget Officer
Date: March 31, 2022
Subject: Request for Fiscal Impact – Local 483 Customer & Field Services Letter of Agreement (TA)

Overview

The City of Tacoma and the Local 483 Customer & Field Services bargaining unit have reached a tentative agreement in order to meet the evolving business needs of the City:

1. Utilities Field Investigator classification (CSC 06020) updated and re-titled as “Advanced Meter Field Investigator” with a new wage table established.
2. Transition plan for permanent employees in the Meter Reader (CSC 06010) classification listed in this agreement to the Advanced Meter Field Investigator (CSC 06020) classification.
3. Creation of a new classification, “Advanced Meter Field Investigator, Lead” (CSC 06030) and the elimination of Lead Application of Rate.

Financial Impact

Retroactive to January 1, 2022, the Parties agree to update the wage scale for the Advanced Meter Field Investigator classification and to adopt the newly created Advanced Meter Field Investigator, Lead classification wage scale as shown below:

Code	A	Job Title	1	2	3	4	5
06020		Advanced Meter Field Investigator	32.80	34.50	36.22		
06030		Advanced Meter Field Investigator, Lead	36.10	37.95	39.84	41.84	

Step Placement:

Utility Field Investigators:

Retroactive to January 1, 2022, all current permanent Utility Field Investigators shall be placed at Step 3 of the Advanced Meter Field Investigator wage scale. Catherine Howard will be placed at the Step 3 of the Advanced Meter Field Investigator wage scale as this employee previously held standing in this classification and successfully completed a probationary period.

Meter Readers:

Retroactive to January 1, 2022, all current permanent Meter Readers who are being consolidated into the Advanced Meter Field Investigator classification shall be placed at Step 1 of the Advanced Meter Field Investigator wage scale.

Lead Meter Reader or Lead Utility Field Investigator:

Retroactive to January 1, 2022, the two employees currently who are receiving the Lead AOR shall be compensated based on the Advanced Meter Field Investigator, Lead wage scale as follows:

- Robert Hill – Shall be set up to Step 1
- Jeff Christian – Shall be set up to Step 3



Fund/Department	FTE	2022 Incremental Expense
Tacoma Public Utilities	25.0	\$87,000
Total	25.0	\$87,000

Funding for 2021-2022

The cost of the proposed wage increase is partially in the 2021-2022 budget. Departments will be responsible for adhering to their overall level of appropriation.

CC:

- Dylan Carlson, Labor Relations Manager
- Karen Short, Senior Human Resource Analyst
- Hayley Falk, Lead Management Analyst
- Jen Watts, Labor Analyst