



Memorandum

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: January 5, 2023

On the agenda for City Council action on January 10, 2023, 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 provisions in the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. The collective bargaining agreement covers two years, and has been scheduled for consideration as a resolution on January 10, 2023. This section provides for a general wage increase retroactive to January 1, 2023, of 2.5 percent; and market-based wage adjustments for the classifications of Human Resources Assistant, 8 percent; and Human Resources Specialist and Human Resources Analyst, 5 percent.

Section 2: Amends Section 1.12.355 to provide for implementation of the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. This section provides for a general wage increase retroactive to January 1, 2024, of 2.75 percent; and market-based wage adjustments for the classifications of Human Resources Assistant, 2 percent; and Human Resources Specialist and Human Resources Analyst, 1 percent.

Section 3: Provides for the effective dates.

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