



## Memorandum

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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
Karen Short, Senior Human Resources Consultant  
**SUBJECT:** Ordinance Disclosure  
**DATE:** July 20, 2023

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On the agenda for City Council action on July 25, 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 1-2:** Amends Section 1.12.355 to implement a general wage increase as negotiated with the Professional & Technical Engineers, Local 17 (PROTEC17). These sections provide for the general wage increase of 2.5 percent effective January 1, 2021, and 2.25 percent effective January 1, 2022, for the classification of Senior Engineering Instrumentation Technician, that were inadvertently omitted from Ordinance 28691, passed September 22, 2020.

**Section 3:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Professional & Technical Engineers, Local 17 (PROTEC17). The agreement was considered by the Public Utility Board as a resolution on July 12, 2023 and is scheduled for consideration by the City Council as a resolution on July 25, 2023. The agreement covers approximately 281 full-time budgeted positions and provides for a general wage increase in each year of the agreement. The section provides effective retroactive to January 1, 2023, a general wage increase of 2.5 percent, and market-based wage adjustments based on classification between 2 percent and 10 percent.

The section also increases the number of pay steps in the pay range for the classification of Solid Waste Route Supervisor (CSC 5037) to three steps, decreases the number of steps in the range for the classification of Wastewater Treatment Plant Operations Supervisor (CSC 5107) from five steps to four, and deletes the classification of Sewer Transmission Systems Maintenance Coordinator (CSC 5028) from the bargaining unit.

**Section 4:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Professional & Technical Engineers, Local 17. This section provides for a general wage increase effective January 1, 2024, of 2.75 percent, and also market-based wage adjustments based on classification between 2 percent and 10 percent.

**Section 5-6:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Professional & Technical Engineers, Local 17. These sections provide for a general wage increase effective January 1, 2025, of 2.75 percent, and a general wage increase effective January 1, 2026, of 3 percent.

**Section 7-9:** Amends Section 1.12.355 to implement a provision of the collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement provides for a wage adjustment for the classification of Solid

Waste Collection Supervisor (CSC 5017), effective retroactive to January 1, 2023, and effective January 1 of the years 2024 and 2025, a base rate of pay not less than 10 percent above the top step base rate of the classification of Solid Waste Route Supervisor, which is represented by the Professional and Technical Employees, Local 17. The sections provide for the wage adjustment of 3 percent for 2023, and 7 percent for each of the years 2024 and 2025.

**Section 10:** Amends Section 1.12.640 to implement provisions of the collective bargaining agreement as negotiated with the Professional & Technical Engineers, Local 17 (PROTEC17). The section provides for an application of rate of 3 percent for an employee in the classification of Painter Crew Leader (CSC 5206), when working in a confined space.

**Section 11:** Provides for the effective dates.

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