



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: October 4, 2022

On the agenda for City Council action on October 11, 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 provide for the implementation of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. The agreement covers approximately 135 budgeted, full-time positions, was approved by the Public Utility Board as a resolution on September 28, 2022 and is being considered by the City Council as a resolution on October 11, 2022. This section provides for a general wage increase of 2.25 percent, and market-based wage adjustments to classifications as follows: 1.8 percent for Water Quality Specialists, Watershed Inspectors, and Water Service Mechanics; 3.0 percent for supervisory classifications; and 2.25 percent for all other classifications, effective retroactive to January 1, 2022.

Section 2: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. This section provides for a general wage increase of 2.5 percent, and a market-based adjustment of 2.5 percent effective January 1, 2023.

Section 3: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. This section provides for a general wage increase of 2.75 percent, and a market-based adjustment of 1.5 percent effective January 1, 2024.

Section 4: Amends Section 1.12.640 to provide for the implementation of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. The section provides for an adjustment for a graduated Water Utility Worker from 86.75 percent to 88 percent of the 100 percent journey level rate of pay; and provides for changes in language to provide applications of rate for certification pays up to 10 percent the terms of the collective bargaining agreement.

Section 5: Provides for the effective dates.

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