



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Division Manager, Labor Relations
 Karen Short, Human Resources Consultant, Senior
 Shelby Fritz, Director, Human Resources
 Kari Louie, Assistant Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – February 7, 2023
DATE: January 12, 2023

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit and the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the Collective Bargaining Agreements with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit and the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees.

For the IBEW, 483 Custodial & Building Maintenance Unit, the ordinance includes retroactive to January 1, 2023, a general wage increase of 2.5 percent, and a market-based adjustment of 5.5 percent for the classification of Custodian, and 2.5 percent adjustment for Building Maintenance Worker. Effective January 1, 2024, a general wage increase of 2.75 percent, and a market-based adjustment of 1.5 percent for the classification of Custodian and Building Maintenance Worker. Effective January 1, 2025, a general wage increase of 2.75 percent will be provided. The classification of Assistant Building Maintenance Supervisor will maintain the current indexing of 20 percent above the classification of Building Maintenance Worker.

For the Washington State Council of County and City Employees, Local 120, the ordinance includes retroactive to January 1, 2023, a general wage increase of 2.5 percent will be provided; and effective January 1, 2024, and January 1, 2025, a general wage increase of 2.75 will be provided. In addition to the general wage increases, market-based wage adjustments will be provided as follows:

Code	Job Title	1/1/2023 Market Adjustment	1/1/2024 Market Adjustment	1/1/2025 Market Adjustment
0141	Business Analyst I	12.5%		
0142	Business Analyst II	12.5%	3%	3.1%
0143	Business Analyst III	12.5 %	3 %	3.1%
0304	Buyer	7.8%		
4612	Buyer Intern	7.8%		
0307	Buyer, Senior	7.8%		
1225	Communications Service Technician	5.8%		
0124	Computer Support Technician	12.5 %	3.5%	
0220	Graphic Arts Specialist	12.5%	5.5%	
0222	Graphic Arts Specialist, Lead	12.45%	5.5%	



Code	Job Title	1/1/2023 Market Adjustment	1/1/2024 Market Adjustment	1/1/2025 Market Adjustment
0153	Information Technology Analyst, Principal Technical	12.5%	2%	3%
0151	Information Technology Analyst, Senior	7%		
0152	Information Technology Analyst, Senior Technical	9.6%		
4611	Information Technology Business Analyst Intern	12.5%		
4609	Information Technology Computer Support Technician Intern	12.5 %	3.5%	
4610	Information Technology Helpdesk Intern	12.5%		
0118	Information Technology Helpdesk Specialist	12.5%		
0160	Integration Developer	12.5 %		

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The collective bargaining agreements have been reached with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit and the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees and have been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve the legislation	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation per the terms of the Collective Bargaining Agreements with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit and the Tacoma, Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees.

FISCAL IMPACT:

Fiscal impact information is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes



City of Tacoma

City Council Action Memorandum

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

Yes

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Fiscal Impact Memorandum (2)