



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Senior Human Resources Analyst, Human Resources  
Dylan Carlson, Senior Labor Relations Manager  
Shelby Fritz, Human Resources Director  
Kari Louie, Assistant Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay & Compensation Ordinance – April 12, 2022  
**DATE:** March 30, 2022

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**SUMMARY AND PURPOSE:**

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement compensation for employees represented by Teamsters Local 313.

**BACKGROUND:**

The ordinance will provide for the implementation of the provisions of a Letter of Agreement as negotiated with Teamsters Local 313.

The ordinance will provide for a twenty-four (24) month window from the approval of the Letter of Agreement, for employees to be eligible for a CDL Incentive payment of \$2,000 for obtaining and/or maintaining a valid Commercial Driver's License (CDL) and meeting all other requirements outlined in the Letter of Agreement.

It also provides additional language and clarification for Sewer Workers, who may be eligible to receive an upgrade to Sewer Equipment Operator for driving a City vehicle that requires a CDL from one location to another for a minimum of one-half hour or actual driving hours, whichever is greater.

**COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

**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:**

Human Resources recommends approval of the ordinance. An ordinance is necessary to provide for changes to compensation for represented classifications pursuant to the Letter of Agreement with the Teamsters Local 313.

**FISCAL IMPACT:** A \$2,000 one-time incentive payment will be provided to employees who meet requirements of the LOA within the 24-month period after approval of the agreement. Department Directors will be responsible for adhering to overall levels of appropriation.