



TO: Elizabeth Pauli, City Manager
FROM: Kari Louie, Acting Human Resources Director
Karen Short, Senior Human Resources Analyst, Human Resources
Dylan Carlson, Senior Labor Relations Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance - July 12, 2022
DATE: June 30, 2022

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers (IBEW), Local 483, Court Clerks Unit.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Court Clerks Unit. The agreement covers approximately 18 full-time equivalent (FTE) positions and is scheduled for consideration by the City Council as a resolution on July 12, 2022.

The ordinance provides for a general wage increase of 2.25 percent, with an additional market-based adjustment of 1.75 percent for the classification of Court Clerk effective January 1, 2022. A new classification of Court Financial Clerk (CSC 4324) will be added to the bargaining unit retroactive to January 1, 2022. The Court Financial Clerk (CSC 4324) classification will be created as appointive, non-exempt, overtime category A, represented by the IBEW Local 483 Court Clerks Unit; and the pay scale will be consistent with the City classification of Financial Assistant (CSC 0504). The Court Financial Clerk classification will also receive a wage increase of 1 percent effective July 1, 2022, consistent with the City classification of Financial Assistant (CSC 0504) for 2022.

In addition, language in Section 1.12.640 is amended to provide that applications of rate for time spent working as a Bailiff, or acting as a foreign language interpreter, will apply to all employees covered by the agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit, and has 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:

Authorization from the City Council is required to implement changes in rates of pay and compensation for employees.

FISCAL IMPACT:

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

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

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

Yes

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