



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
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COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – August 2, 2022
DATE: July 18, 2022

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, to implement compensation for employees represented by District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit, and the nonrepresented classifications of Municipal Court Judge and Court Commissioner.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of a Letter of Agreement (LOA) negotiated with the District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

The ordinance provides a wage increase for the classification of Solid Waste Mechanic, retroactive to June 6, 2022, of 7 percent. In addition, Jesse Harris, will receive a one-time, lump sum payment of \$11,748 for time spent in training from March 28, 2022, to June 1, 2022, for which he was not previously paid.

The ordinance also provides for a salary increase effective July 1, 2022, for the classifications of Municipal Court Judge and Court Commissioner. Wages for these classifications is based on the final salary schedule adopted by the Washington State Citizen’s Commission on Salaries for Elected Officials. The Commission has published the salary schedule for the period beginning July 1, 2022, and provides for an increase of 1.75 percent.

The salary for Municipal Court Judge is set equal to the rate for District Court Judge as adopted by the Commission. The salary for Court Commissioner is set at 90 percent of the salary for Municipal Court Judge.

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 District Lodge #160 on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit, and the nonrepresented classifications of Municipal Court Judge and Court Commissioner

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