



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
SUBJECT: Ordinance Disclosure
DATE: July 31, 2024

On the agenda for City Council action on August 6, 2024, 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 1.12.115 to provides for implementation of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit. The agreement covers approximately 37 budgeted, full-time equivalent positions within Tacoma Rail, was approved by the Public Utility Board as a Resolution on July 24, 2024, and is scheduled for City Council consideration as a resolution on August 6, 2024. This section provides for a general wage increase of 3 percent, retroactive to July 1, 2021.

Section 2: Amends Section 1.12.115 to provides for implementation of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit. This section provides for a general wage increase of 3 percent, retroactive to July 1, 2022.

Section 3: Amends Section 1.12.115 to provides for implementation of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit. This section provides for a general wage increase of 3 percent, retroactive to July 1, 2023

Section 4: Amends Section 1.12.115 to provides for implementation of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit. This section provides for a general wage increase of 5 percent, retroactive to July 1, 2024.

Section 5: Amends Section 1.12.115 to provides for implementation of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit. This section provides for a wage increase of 3 percent, effective July 1, 2025.

Section 6: Amends Section 1.12.115 to provides for implementation of a Collective Bargaining Agreement as negotiated with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit. This section provides for a wage increase of 2 percent, effective July 1, 2026.

Section 7: Amends Section 1.12.115 to provides for implementation of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement is scheduled for consideration by the City Council as a resolution on August 6, 2024.. This section provides for a wage adjustment of 1.75 percent, retroactive to January 1, 2023, for the classification of Biosolids Supervisor.

Section 8: Amends Section 1.12.115 to provides for implementation of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. This section provides for a wage adjustment of 2.5 percent, plus a one-time, roll-in of previously earned certification pay, retroactive to January 1, 2024, for the classification of Biosolids Supervisor.

Section 9: Amends Section 1.12.115 to provides for implementation of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. This section provides for a wage adjustment for the classification of Biosolids Supervisor of 2.5 percent, retroactive to January 1, 2025.

Section 10: Amends Section 1.12.115 to provides for implementation of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement was approved by the Public Utility Board as a resolution on July 24, 2024, and is scheduled for consideration by the City Council as a resolution on August 6, 2024.. This section provides for the accretion of Hydro Park Supervisor and Assistant Hydro Park Supervisor to the 483 Supervisors' Unit. The classifications will receive a general wage increase retroactive to June 10, 2024, of 2.75 percent, and the wage scale will be reduced from 9 steps to 5 steps. Placement into the revised pay range will be based on tenure. The positions will be classified, salaried, and not eligible for overtime.

Section 11: Amends Section 1.12.115 to provides for implementation of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement was approved by the Public Utility Board as a resolution on July 24, 2024, and is scheduled for consideration by the City Council as a resolution on August 6, 2024. This section creates a new classification to be titled Water Electrical & Controls Field Supervisor. The classification will be part of the classified service, hourly, overtime eligible, and represented and covered by the terms of the IBEW, Local 483, Supervisors' Unit collective bargaining agreement.

Section 12: Amends Section 1.12.640 to implement provisions of the Collective Bargaining Agreement with the Sheet Metal, Air, Rail and Transportation – Transportation Division (SMART-TD), Conductors Unit, and Letters of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. It provides for one-time, lump sum payments, as specifically provided by the terms of the agreements, and also provides that employees hired after the date of ratification of the of the agreement with the SMART-TD, Conductor Unit will not be eligible to participate in the longevity program.

Section 13: Provides for the effective date of the section above.

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