



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Dylan Carlson, Labor Relations Division Manager  
 Karen Short, Senior Human Resources Consultant  
 Kari Louie, Assistant Human Resources Director  
 Shelby Fritz, Human Resources Director  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay & Compensation Ordinance - January 28, 2025  
**DATE:** January 9, 2025

**SUMMARY AND PURPOSE:**

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation plan, to implement rates of pay and compensation for employees represented by the District Lodge #160, on behalf of Local Lodge #282, of the International Association of Machinists and Aerospace Workers, Wastewater Treatment Plant (WWTP) Supervisors Unit; the Professional & Technical Employees, Local 17 (PROTEC17) Tacoma Police Department (TPD) Non-Commissioned Management Unit, and the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

**BACKGROUND:**

The ordinance will provide for the implementation of provisions in the Collective Bargaining Agreements and other related documents as negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Supervisors Unit; the Professional & Technical Employees, Local 17 (PROTEC17) TPD Non-Commissioned Management Unit; and the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

For classifications represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, WWTP Supervisors Unit, the ordinance includes wage increases and market/compression adjustments as follows:

Code	Job Title	1/1/2024		1/1/2025		1/1/2026	
		GWI	Market	GWI	Market	GWI	Market
5102	WWTP Maintenance Supervisor	2.75%	2.75%	2.75%	2.75%	3.0%	0.50%

For the classifications represented by the Professional & Technical Employees, Local 17 (PROTEC17) TPD Non-Commissioned Management Unit, the ordinance includes wage increases for each year of the agreement. Effective retroactive to January 1, 2025, a general wage increase of 2.75 is provided, and the classification of Police Office Manager will also receive a market adjustment of 7.5 percent. Effective January 1, 2026, a general wage increase of 3.0 percent will be provided.

The ordinance also includes a wage increase effective retroactive to January 1, 2025, of 2.75 percent as provided in the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors Unit, for the classifications of Hydro Parks Supervisor, Assistant Hydro Parks Supervisor, and Water Electrical & Controls Field Supervisor. These classifications were accreted into the bargaining unit during 2024 and were inadvertently excluded from an ordinance to update wages effective January 1, 2025, per the terms of the agreement.

**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:**

An ordinance is necessary to provide for changes to rates of pay and compensation for employees represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Supervisors Unit; the Professional & Technical Employees, Local 17 (PROTEC17) Tacoma Police Department (TPD) Non-Commissioned Management Unit, and the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

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