



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Human Resources Senior Analyst  
Gary Buchanan, Human Resources Director  
Kari L Louie, Senior Compensation & Benefits Manager  
Dylan Carlson, Senior Labor Relations Manager

**COPY:** City Council and City Clerk

**SUBJECT:** Pay and Compensation Ordinance – February 26, 2019

**DATE:** February 8, 2019

---

**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

**STRATEGIC POLICY PRIORITY:**

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

**BACKGROUND:**

The ordinance will provide for the implementation of the 2018-2019 Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. There are currently 50 full-time, budgeted positions in the bargaining unit. The agreement has been scheduled for consideration by the City Council as a Resolution on February 26, 2019.

Retroactive to January 1, 2018, wages will increase by 2.5 percent, and retroactive to January 1, 2019, wages will increase by 3 percent. The ordinance also provides for an application of rate of 2 percent for the classification of WWTP Electrical/Instrumentation Technician for up to three (3) employees who maintain a valid Crane Operator certification, per the terms of the agreement.

**ISSUE:**

Authorization is required to implement the provisions of the Collective Bargaining Agreement as negotiated on behalf of employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact has been provided by the Budget Office.