



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
SUBJECT: Ordinance Disclosure
DATE: September 13, 2021

On the agenda for City Council action on September 21, 2021, 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 provide for implementation of provisions of the Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit. The agreement covers approximately 312.25 full-time, budgeted positions, and was approved by the Public Utility Board as a resolution on September 8, 2021 and is scheduled for consideration by the City Council as a resolution on September 21, 2021. This section deleted to classification of Senior Hydro Utility Worker, and provides for a market-based wage adjustment and general wage increase by classification, retroactive to April 1, 2021 as follows:

Code	Job Title	Market Adjustment	General Increase
4122	Communications System Technician I	7%	1%
4120	Communications System Technician II	7%	1%
4121	Communications System Technician III	7%	1%
5004	Craft Helper	2%	1%
2125	Electrical Inspector	3%	1%
5230	Electrical Meter/Relay Technician	10%	1%
5239	Electrical Trainee	6%	1%
5240	Electrical Worker	6%	1%
5236	Electrician	2%	1%
0623	Energy Services Representative	2%	1%
6008	Facilities Maintenance Mechanic	3%	1%
6009	Facilities Maintenance Mechanic, Lead	3%	1%
5270	Fire Maintenance Electrician	9%	1%
5145	Heating/AC Maintenance Mechanic Supervisor	3%	1%
5132	Hydro Project Electrician	11%	1%
5301	Hydro Project Mechanic	11%	1%
5056	Hydro Utility Worker	11%	1%
5253	Line Clearance Tree Trimmer	13%	1%
5254	Line Clearance Tree Trimmer, Senior	13%	1%
5255	Line Electrician	15%	1%
5257	Line Electrician, Senior	15%	1%
5256	Line Equipment Operator	10%	1%
5540	Network Construction Technician	5%	1%
5275	Signal & Light Electrician	9%	1%
5274	Signal & Lighting Electrician, Senior	9%	1%
5116	Substation Operator, Senior	14%	1%
5120	Systems Power Dispatcher	15%	1%
5516	Telecommunications Utility Worker	2%	1%
5238	Tool & Equipment Room Coord	5%	1%
5252	Transmission & Distribution Arborist	13%	1%
5003	Transmission & Distribution Flagger*	13%	1%
0617	Utility Service Specialist	2%	1%
5245	Wire Electrician	16.86%	1%
5246	Wire Electrician, Senior	16.86%	1%
5302	Wynoochee Project Maintenance Technician	11%	1%

Section 2: Amends Section 1.12.355 to provide for implementation of provisions of the Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement covers 2 full-time, budgeted positions, and provides for a mid-term wage adjustment of 9 percent for the classifications of Traffic Field Operations Supervisor and Fire Electrical Maintenance Supervisor, retroactive to April 1, 2021, to address any potential compression issues between them and the classifications they supervise within the IBEW, Local 483, Tacoma Power Unit.

Section 3 and 4: Amends Section 1.12.355 to provide for implementation of provisions of the Letter of Agreement with the IBEW, Local 483, Tacoma Power Unit. The sections provide for a wage increase of 3.5 percent effective April 1, 2022, and 3.5 percent effective April 1, 2023.

Section 5: Amends Section 1.12.640 to provide for implementation of provisions of the Letter of Agreement with the IBEW, Local 483, Tacoma Power Unit. The section provides for language regarding an application of rate for a Hydro Utility Worker, when assigned as Lead worker.

Section 6: Provides for the effective dates of the sections above.

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