



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – October 22, 2019
DATE: September 29, 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, Tacoma Power 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, Tacoma Power Unit.

BACKGROUND:

The ordinance will provide for the implementation of a Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The agreement provides for an application of rate paid to employees in the classification of Line Electrician, when assigned to the Trouble Crew. The application of rate will be set to 110% of the journey-level Line Electrician rate, retroactive to August 26, 2019. There are approximately six (6) employees assigned to work the Trouble Crew.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office.