



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – June 3, 2014
DATE: May 12, 2014

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation; and changes in classifications to reflect the organizational structure for employees represented by the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit.

STRATEGIC POLICY PRIORITY:

The Ordinance aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the IBEW, Local 483, Tacoma Power Unit.

BACKGROUND:

This ordinance will provide for the implementation of provisions of the collective bargaining agreement negotiated between the City of Tacoma and the IBEW, Local 483, Tacoma Power Unit on behalf of the employees represented by said Union. The agreement covers approximately 329.3 full-time equivalent positions located within General Government and Tacoma Public Utilities. Approximately 24.5 FTE’s are assigned to General Government and the remaining 304.8 assigned at Tacoma Public Utilities. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on May 14, 2014, and is anticipated to be considered by the City Council as a Resolution on June 3, 2014.

The ordinance provides for wage adjustments based on a market review effective April 1, 2013; and a wage increase of 2% effective April 1, 2014. For each year of the agreement, after the April 1st wage increase has been applied, employees who are placed or remain at a frozen rate of pay shall receive a one-time lump sum payment of \$500. The ordinance will also provide for changes in application of rates that align with the pay adjustments.

ISSUE:

Authorize implementation of the provisions of the collective bargaining agreement as bargained with 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 for this legislation is provided as prepared by the Tacoma Public Utilities Management Services Office.