



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
COPY: Mayor, City Council and City Clerk
Karen Short, Human Resources Senior Analyst
SUBJECT: Pay and Compensation Ordinance – April 29, 2014
DATE: April 17, 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.

STRATEGIC POLICY PRIORITY:

The Ordinance aligns with the City Council’s Strategic Policy Priorities to **encourage and promote an open, effective, results-oriented organization**, by providing a new training level classification as negotiated in a Letter of Understanding with the International Brotherhood of Electrical Workers, Water Pollution Control Unit.

BACKGROUND:

This ordinance will implement provisions of a Letter of Understanding negotiated between the City of Tacoma and the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Pollution Control Unit. It will create a new classified classification titled Wastewater Treatment Plant (WWTP) Operator-in-Training. The Public Employment Relations Commission (PERC), pursuant to Decision 11999, clarified that the new classification is to be included in the IBEW, Local 483, Water Pollution Control Unit. The goal is to provide an opportunity for qualified, skilled, and interested applicants to receive necessary training and development, in combination with existing education and training, to become certified at the level of a Wastewater Treatment Plant Operator, Level 1.

All provisions of the current collective bargaining agreement with the IBEW, Local 483, Water Pollution Control Unit, will apply to the WWTP Operator-in-Training classification, except that the WWTP Operators-in-Training will not be eligible for standby assignments, or bidding to other locations. Employees who successfully complete the probationary period and training and secure the WWTP Operator Level 1 certification from the Washington State Department of Ecology, within the prescribed timelines, may compete for any vacant position in the WWTP Operator classification, per the Civil Service Rules.

RECOMMENDATION:

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

FISCAL IMPACT:

A fiscal impact memorandum as provided by the Budget Office is included with this request.