



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Human Resources Director
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COPY: City Council and City Clerk

SUBJECT: Pay and Compensation Ordinance – May 7, 2019

DATE: April 22, 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, Court Clerks 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, Court Clerks Unit.

BACKGROUND:

The ordinance will provide for the implementation of the 2019-2021 Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. There are currently 28 full-time, budgeted positions in the bargaining unit. The agreement has been scheduled for consideration by the City Council as a Resolution on May 7, 2019.

Retroactive to January 1, 2019, wages will increase by 2 percent, and the pay scale will be modified to add an incremental step of 5 percent to the top of the range, and eliminate the current step 1. Effective January 1, 2020, wages will increase by 2 percent and effective January 1, 2021, wages will increase by 2 percent.

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, Court Clerks Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information has been provided by the Budget Officer.