



**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 – July 22, 2014  
**DATE:** June 27, 2014

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**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, Click! Network 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, Click! Network Unit.

**BACKGROUND:**

This ordinance will provide for the implementation of the provisions of a Letter of Agreement negotiated between the City of Tacoma and the IBEW, Local 483, Click! Network Unit on behalf of the employees represented by said Union. The Letter of Agreement covers 14 full-time equivalent positions in the classification of Sales & Service Representative (CSC 5511) located Tacoma Public Utilities. The agreement is scheduled for consideration by the Public Utility Board as a Resolution on June 25, 2014, and is anticipated to be considered by the City Council as a Resolution on July 8, 2014.

The ordinance provides for a retroactive wage increase of 2 percent effective May 24, 2013, with a reduction in the number of pay steps in the range from 21 steps to 5 steps; an increase of 1.2 percent effective January 1, 2014; and an increase effective January 1, 2015, based on 100 percent of the Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W, Seattle-Tacoma area, measured from June 2013 to June 2014 with a minimum increase of 2 percent and a maximum increase of 4 percent. The agreement also provides that eligible employees shall receive longevity pay effective May 24, 2014.

**ISSUE:**

Authorize implementation of the provisions of the collective bargaining agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Click! Network 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.