



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – April 24, 2018
DATE: April 5, 2018

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 (IBEW), Local 483, Click! Unit, and the IBEW, Local 483, Human Resources Unit.

STRATEGIC POLICY PRIORITY:

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and other compensation, for employees represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit, and the IBEW, Local 483, Human Resources Unit.

BACKGROUND:

The ordinance will provide for the implementation of the 2017-2018 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. There are currently 59 full-time, budgeted positions in the bargaining unit assigned within Tacoma Public Utilities. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on April 11, 2018, and by the City Council as a Resolution on April 24, 2018.

Retroactive to January 1, 2017, wages increase by 2 percent; and retroactive to January 1, 2018, wages increase by 3 percent. In addition, an employee active as of the date of ratification of the agreement on January 22, 2018, and in a frozen wage rate, will be eligible to receive a one-time lump sum payment of \$1,000, and another one-time lump sum payment of \$1,000 if their wages remain frozen after the 2018 wage increase is applied.

The ordinance will also provide for a correction to pay rates effective January 1, 2018 and January 1, 2019, contained in Ordinance 28493, passed March 6, 2018, due to errors in rounding.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of the respective Unions.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact has been provided by the Management Services Office.