



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
SUBJECT: Ordinance Disclosure
DATE: February 2, 2018

On the agenda for City Council action on February 6, 2018, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to provide for the implementation of the 2017-2021 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The agreement was approved by the Public Utility Board as a resolution on January 24, 2018, and is scheduled for consideration by the City Council as a Resolution on February 6, 2018. The agreement covers approximately 323.59 full-time, budgeted positions, with 24 FTE assigned within General Government, and 299.59 FTE assigned within Tacoma Public Utilities. This section provides for a wage increase retroactive to April 1, 2017, of 2.5 percent.

Section 2-3: Amends Section 1.12.355 to provide for the implementation of the collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. Sections 2 and 3 provide for a wage increase of 3 percent effective April 1, 2018, and April 1, 2019.

Section 4: Amends Section 1.12.640 to provide for the implementation of provisions of the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section provides for an increase to the application of rate paid to a Line Electrician assigned on a “trouble crew” from 6 to 7 percent. It also provides for an increase to the application of rate for a Senior Line Electrician or Senior Wire Electrician assigned and working as a Coordinator, from 3 to 5 percent.

Section 5: Amends Section 1.12.640 to provide for the implementation of provisions of the collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. An employee whose pay scale remains redlined after the 2017 increase per the agreement, will be eligible for a one-time, lump sum payment of \$750.00.

Section 6: Provides for the effective dates of the sections.

I would be happy to answer any questions you may have.