


TACOMA PUBLIC UTILITIES
 3628 South 35th Street
 Tacoma, Washington 98409-3192

To: Katie Johnston, Budget Manager
 From: Jim Sant, Deputy Director for Administration, Management Services 
 Date: January 30, 2020
 Subject: Fiscal Impact of 483 Network Construction Technicians and Workforce Transition LOA

Background:

A Tentative Agreement between the City of Tacoma and the Local 483 bargaining unit has been reached for a Letter of Agreement regarding the transition plan for the Telecommunications Utility Worker (5516), Telecommunications Network Construction Technician (5540), and Telecommunications Network Technician (5543) classifications.

Effective April 1, 2020, the City will consolidate the Telecommunications Network Construction Technician (5540), and Telecommunications Network Technician (5543) into a single classification. That new classification will be the Network Construction Technician (5540) classification.

The revised Network Construction Technician (5540) classification will be classified, overtime category C, eligible for longevity, and the following will apply.

1. Effective April 1, 2020 wages for the Network Construction Technician 5540 classification shall be as follows. Wage scale calculations include the twenty-five cent Retirement Health Savings (RHS) contribution. Rates are shown with the twenty-five cents subtracted.

Code	Job Title	1	2	3	4	5	OT	Notes
55400	Network Construction Technician	34.30	36.02	37.81	39.70	41.68	C	+.25 to RHS

2. Effective April 1, 2020, employees appointed to the revised Network Construction Technician (5540) classification will be placed at a salary step as follows.

Employee Name	Salary Step Placement
Thomas West	Step 4, Network Construction Tech
Kenneth Bagley	Step 4, Network Construction Tech
Joseph Elliott	Step 4, Network Construction Tech
Christopher Bodine	Step 2, Network Construction Tech
Timothy Hogan	Step 4, Network Construction Tech
Craig Taylor	Step 4, Network Construction Tech
Randy Sherman	Step 4, Network Construction Tech



3. Employees appointed to the revised Network Construction Technician (5540) classification will be eligible to progress to the next step, six (6) months following appointment and every twelve (12) months thereafter.
4. Effective April 1, 2020, wages for the revised Network Construction Technician (5540) classification will be further increased by two and one quarter percent (2.25%).

Telecommunications Utility Worker classification

The Telecommunications Utility Worker (5516) classification will be classified, overtime category C, eligible for longevity, and the following will apply.

1. Effective April 1, 2020, wages for the Telecommunications Utility Worker (5516) classification shall be as follows. Wage scale calculations include the twenty-five cent Retirement Health Savings (RHS) contribution. Rates are shown with the twenty-five cents subtracted.

Code	Job Title	1	2	3	4	5	OT	Notes
55160	Telecommunications Utility Worker	22.02	23.13	24.30	25.53	26.82	C	+.25 to RHS

2. Effective April 1, 2020 incumbent employee Raymond Pia will be placed at salary step 3 of the revised Telecommunications Utility Worker (5516) classification wage scale.
3. Effective April 1, 2020, wages for the Telecommunications Utility Worker (5516) classification will be further increased by two and one quarter percent (2.25%).
4. No later than October 1, 2020, incumbent employee Raymond Pia will be offered the opportunity to promote to the revised Network Construction Technician (5540) classification. If accepted, Mr. Pia will be placed at a salary step in the new range at the nearest step to his previous hourly rate that would result in a minimum of a 5% increase.

Lump Sum Payment

Employees in the impacted classifications on March 31, 2020 will receive a one-time lump sum payment of seven hundred dollars (\$700.00).

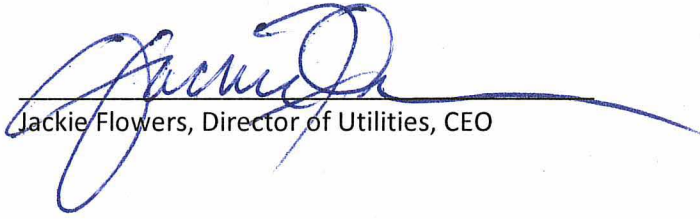
Financial Impact:

Job Classification	FTEs	Increase
55400 Network Construction Technician	7	\$41,837
55160 Telecommunications Utility Worker	1	\$7,593

Summary:

These wage adjustments are included in the 2019-2020 Adopted Biennial Budget.

Concur:

A handwritten signature in blue ink, appearing to read "Jackie Flowers", with a long horizontal flourish extending to the right.

Jackie Flowers, Director of Utilities, CEO