



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
 Karen Short, Senior Human Resources Analyst, Human Resources
 Dylan Carlson, Senior Labor Relations Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – March 9, 2021
DATE: February 18, 2021

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC) Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors’ Unit.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit.

The agreement is for one year, and covers approximately 10 budgeted, full-time equivalent positions, and is scheduled for consideration by the Public Utility Board as a resolution on February 24, 2021, and by the City Council as a resolution on March 9, 2021. The agreement provides for a general wage increase of 1 percent, retroactive to January 1, 2021.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown



EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council is required to implement provisions of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Fiscal Impact Memorandum