



**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – January 7, 2014  
**DATE:** December 19, 2013

**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, Local 483, Custodial and Building Maintenance Unit, Tacoma Firefighters Union, Local 31, and United Transportation Union, Switch Crew Unit.

**BACKGROUND:**

The ordinance will provide for the implementation of provisions included in the collective bargaining agreements with the International Brotherhood of Electrical Workers (IBEW), Local 483, Custodial and Building Maintenance Unit, Tacoma Firefighters Union, Local 31 and the United Transportation Union, Switch Crew Unit.

The IBEW Custodial and Building Maintenance Unit covers approximately 29 budgeted full time equivalent (FTE) positions. The agreement was adopted by the Public Utility Board by a resolution on December 18, 2013, and is anticipated to be considered by the City Council as a resolution on January 7, 2014. The ordinance provides a wage increase effective January 1, 2013 of 2 percent; and an increase effective January 1, 2014, of 2.5 percent.

The agreement with Tacoma Firefighters Union, Local 31, was adopted by Resolution 38223, on March 22, 2011, and covers approximately 351 budgeted full time equivalent (FTE) positions. The ordinance will provide for a wage increase of 3.51 percent effective January 1, 2014. It will also increase the application of rate for Tiller Operator from 1 percent to 2.5 percent effective January 1, 2014.

The agreement with United Transportation Union, Switch Crew Unit, was adopted by Resolution 36584, on July 19, 2005, and covers approximately 32 budgeted, full-time equivalent positions. The agreement provides for a cost of living increase effective January 1, 2014, based on 90 percent of the Consumer Price Index, (CPI-W), Seattle-Tacoma-Bremerton, October Index. The CPI-W for this period was 0.6 percent, resulting in an increase for the bargaining unit of 0.5 percent.

**ISSUE:**

Authorization is required to implement rates of pay and compensation in the collective bargaining agreements and other related documents that have been negotiated on behalf of the employees represented by said unions.



**RECOMMENDATION:**

It is recommended that the City Council take the necessary approving action.

**FISCAL IMPACT:**

Fiscal impact information for this legislation is provided as prepared by the Budget Officer and the Tacoma Public Utilities Management Services Office.