



**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 14, 2014  
**DATE:** December 19, 2013

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**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, Clerical Unit.

**BACKGROUND:**

The collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, was adopted by Resolution 38377, on November 29, 2011, and covers approximately 197.2 budgeted full time equivalent (FTE) positions.

The agreement provides for a market based wage increase for 2013, and an increase for 2014 based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) Seattle-Tacoma Area, June index, with a minimum increase of 2 percent and a maximum of 4 percent. The City and the Union have reached an agreement regarding the 2013 wage increase.

Effective January 1, 2013, an increase of 1.8 percent will be applied for the classifications of Administrative Assistant, Benefit Specialist (Retirement), Financial Assistant and Office Assistant; and an increase of 5 percent for the classifications of Accountant and Senior Accountant.

Effective January 1, 2014, all classifications will receive a 2 percent increase per the terms of the agreement.

**ISSUE:**

Authorization is required to implement rates of pay and compensation in the collective bargaining agreement on behalf of the employees represented by said union.

**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 Office of Management and Budget.