



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst, Human Resources
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COPY: City Council and City Clerk

SUBJECT: Pay and Compensation Ordinance – April 9, 2019

DATE: March 15, 2019

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, Click! Unit.

STRATEGIC POLICY PRIORITY:

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit.

BACKGROUND:

The ordinance will provide for the implementation of the 2019 Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. There are currently 35 full-time, budgeted positions in the bargaining unit. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on March 27, 2019, and by the City Council as a Resolution on April 9, 2019.

The agreement provides for a wage increase effective January 1, 2019, of 3 percent. In addition, an employee who is in a frozen wage rate, will receive a one-time lump sum payment of \$1,500 upon ratification of the agreement.

ISSUE:

Authorization is required from the City Council by ordinance to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact has been provided by the Budget Office.