



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
 Karen Short, Senior Human Resources Analyst, Human Resources
 Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – January 26, 2021
DATE: January 8, 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, Tacoma Power Unit, and Human Resources Unit.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the Letter of Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit, and the Collective Bargaining Agreement with the IBEW, Local 483, Human Resources Unit. The Letter of Agreement and Collective Bargaining Agreement are scheduled for consideration by the City Council as a resolution on January 26, 2021.

For the Letter of Agreement with the IBEW Tacoma Power Unit, the ordinance includes language to clarify the step progression requirements for the classification of Telecommunications Utility Worker (CSC 5516). For the Collective Bargaining Agreement with IBEW, Local 483 Human Resources Unit, the ordinance provides for a wage increase of 1 percent effective January 1, 2021; an increase of 1 percent effective January 1, 2022; and an increase of 1 percent effective July 1, 2022.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreements have been reached with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit and Human Resources Unit, and have 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 the legislation	N/A	unknown



EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize implementation of the Collective Bargaining Agreement with the IBEW, Local 483, Human Resources Unit and the Letter of Agreement with the IBEW, Local 483, Tacoma Power 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: