



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – July 22, 2014
DATE: June 27, 2014

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, Supervisors’ Unit.

STRATEGIC POLICY PRIORITY:

The ordinance aligns with the City Council’s Strategic Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wages and working conditions as negotiated in good faith for employee represented by the IBEW, Local 483, Supervisors’ Unit.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the Letter of Agreement (LOA) negotiated between the City of Tacoma and the IBEW, Local 483, Supervisors’ Unit, on behalf of the employees represented by said union. The LOA covers 3 budgeted, full-time equivalent (FTE) positions located within Tacoma Public Utilities, Click! Network, and is scheduled for consideration by the Public Utility Board as a Resolution on July 9, 2014, and is anticipated to be considered by the City Council as a Resolution on July 22, 2014.

The ordinance provides for reducing the number of pay steps in the range to 5 steps for the classification of Assistant Telecommunications Supervisor (CSC 5519), and accrete the classification to the IBEW, Local 483, Supervisors’ Unit. The classification will remain eligible for overtime pay at time and one half (Overtime Category A), and employees in an active status on the date of execution of the LOA will receive a one-time, lump sum payment of \$600.

ISSUE:

Authorize implementation of the provision of the Letter of Agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

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