



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager
Dylan Carlson, Senior Labor Relations Manager

COPY: City Council and City Clerk

SUBJECT: Pay and Compensation Ordinance – July 9, 2019

DATE: June 14, 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 (IBEW), Local 483, Human Resources Unit and Water Division 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, Human Resources Unit and Water Division Unit.

BACKGROUND:

The ordinance provides for the implementation of provisions of the collective bargaining agreements as negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit and Water Division Unit. The agreements cover a total of 152 budgeted, full-time positions, and are scheduled for City Council consideration as resolutions on July 9, 2019.

The ordinance provides for the IBEW, Local 483, Human Resources Unit, a wage increase effective January 1, 2020, of 3 percent.

The ordinance provides for the IBEW, Local 483, Water Division Unit, an increase to the journey level wage rate and all wage rates not expressed as a percentage of journey level, effective retroactively to January 1, 2019, of 3 percent. Effective January 1, 2020, the journey level wage rate and all wage rates not expressed as a percentage of journey level, will increase by 3 percent. Effective January 1, 2021, the journey level wage rates and all wage rates not expressed as a percentage of journey level will increase by 2.5 percent.

ISSUE:

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

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact analysis for each agreement is provided by the Budget Office. Department Directors will be responsible for adhering to their overall level of appropriation.