



**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 – June 3, 2014  
**DATE:** May 12, 2014

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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; and changes in classifications to reflect the organizational structure for employees represented by the International Brotherhood of Electrical Workers (IBEW), Local 483, Click! Network Unit.

**STRATEGIC POLICY PRIORITY:**

The Ordinance aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the IBEW, Local 483, Click! Network Unit.

**BACKGROUND:**

This ordinance will provide for the implementation of provisions of the collective bargaining agreement negotiated between the City of Tacoma and the IBEW, Local 483, Click! Network Unit on behalf of the employees represented by said Union. The agreement covers approximately 42 full-time equivalent positions located at Tacoma Public Utilities. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on May 14, 2014 and is anticipated to be considered by the City Council as a Resolution on June 3, 2014.

The ordinance provides for a reduction in the number of steps in the pay ranges to 5 steps for all classifications in the bargaining unit. Effective January 1, 2013, wage rates are based on a review of the market; with the classification of Telecommunication Technician I increasing by approximately 3.9 percent, and Telecommunications Utility Worker increasing by 2.3 percent. The top step of the remaining three classifications in the unit will be reduced, and incumbents frozen at their current rate of pay until the pay range catches up. Effective January 1, 2014, wage rates will increase by 1.2 percent.

**ISSUE:**

Authorize implementation of the provisions of the collective bargaining agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Click! Network 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.