



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Dylan Carlson, Senior Labor Relations Manager
SUBJECT: Ordinance Disclosure
DATE: June 26, 2019

On the agenda for City Council action on July 9, 2019, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement (CBA) with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. The agreement is scheduled for consideration by the City Council on July 9, 2019. The agreement is for one year, covers approximately 22 full-time, budgeted positions, and provides for a general wage increase effective January 1, 2020, of 3 percent.

Section 2: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement (CBA) with the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Division Unit. The agreement was approved by the Public Utility Board at their meeting on June 26, 2019, and is scheduled for consideration by the City Council on July 9, 2019. The agreement covers three years, covers approximately 129 full-time, budgeted positions, and provides for a wage increase in each year of the agreement. This section provides for 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.

Section 3: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement (CBA) with the IBEW, Local 483, Water Division Unit. This section provides for an increase to the journey level wage rate, and all wage rates not expressed as a percentage of journey level, effective January 1, 2020, of 3 percent.

Section 4: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement (CBA) with the IBEW, Local 483, Water Division Unit. This section provides for an increase to the journey level wage rate, and all wage rates not expressed as a percentage of journey level, effective January 1, 2021, of 2.5 percent.

Section 5: Provides for the effective dates of the sections above.

I would be happy to answer any questions you may have.