



TO: Elizabeth Pauli, City Manager

FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
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COPY: City Council and City Clerk

SUBJECT: Pay and Compensation Ordinance – February 18, 2020

DATE: January 31, 2020

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for nonrepresented classifications and employees represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit, Power 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 nonrepresented employees and employees represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit, Tacoma Power Unit, and Water Division Unit

BACKGROUND:

The ordinance provides for the implementation of provisions contained in agreements negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Click! Unit, Tacoma Power Unit, and Water Division Unit; and also includes a change to the overtime designation for the nonrepresented classifications in the Power Engineering classification series (Power Engineer I-IV).

The Collective Bargaining Agreement with IBEW, Local 483, Click! includes a wage increase of 3 percent for the classifications of (5517) Network Operations Center Technician, (5518) Telecommunications Technician 1, (5511) Sales and Service Representative, and (5512) Sales and Service Representative, Lead.

A Letter of Agreement with IBEW, Local 483, Click! and Power Units provides for the consolidation of the classifications of (5540) Telecommunications Network Construction Technician and (5543) Telecommunications Network Technician, into a single classification titled (5540) Network Construction Technician, effective April 1, 2020, and for the placement of the incumbents in the consolidated classification. The classifications will also cease to be represented by the IBEW, Local 483 Click! Unit, but will be moved under the collective bargaining agreement with IBEW, Local 483, Power Unit.

It also provides for a wage increase of 2.25 percent effective April 1, 2020, a change in the overtime designation for the titles to overtime category C; and for employees in the impacted classifications on March 31, 2020, to receive a one-time, lump sum payment of \$700.00.

A Letter of Agreement with IBEW, Local 483, Water Division Unit provides for the accretion of the nonrepresented classification of Water Supply Supervisor into the bargaining unit. It establishes a one-step pay rate of \$47.80 per hour effective January 1, 2020, and the employees will be eligible for longevity pay. The current incumbent in the classification will receive a wage increase of 3 percent, and after the wage increase has been applied, the incumbent’s wage will be frozen until such time as the pay rate for the classification exceeds the frozen rate.



The ordinance will also provide for a change to the overtime designation for the nonrepresented classifications of Power Engineer I, Power Engineer II, Power Engineer III and Power Engineer IV from overtime category D (salaried) to overtime category E, in order to provide for overtime compensation during emergency situations.

ISSUE:

Authorization is required from the City Council by ordinance to implement rates of pay and compensation for nonrepresented employees and employees represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit, Tacoma Power Unit, Water Division Unit, and the nonrepresented classification series of Power Engineer I-IV.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information has been provided by the Management Services Office.