



**TO:** Elizabeth Pauli, City Manager

**FROM:** Karen Short, Human Resources Senior 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 – March 17, 2020

**DATE:** March 2, 2020

---

**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, Water Pollution Control 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, Water Pollution Control Unit.

**BACKGROUND:**

The ordinance will provide for the implementation of the provisions of the 2020-2022 Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. There are currently 52 full-time, budgeted positions in the bargaining unit. The agreement is scheduled for consideration by the City Council as a Resolution on March 17, 2020.

The ordinance provides that wages will increase retroactive to January 1, 2020, by 3 percent; and wages will increase effective January 1, 2021, by 2.5 percent; and effective January 1, 2022, wages will increase by 2.25 percent.

Other changes in the ordinance include:

1. An application of rate of 5 percent for WWTP Operator, Senior, WWTP Operator, and WWTP Operator-In-Training, for working straight time hours during the “B” Shift
2. An application of rate of 5 percent for the Lead WWTP Electrician/Instrumentation Technician with a minimum of three years in the Operations & Maintenance Division, when designated as a Lead, for all hours worked when specific criteria is met
3. An amendment to sunset the existing 2 percent application of rate provided to employees in the classification of WWTP Electrical/Instrumentation Technician, effective as of the date of ratification of the agreement, that will allow any employee currently possessing a crane certification to maintain their certification for holding and maintaining a Crane Operators Certification, that this premium will sunset, and that it will not be available for any other current and/or future employees.

**ISSUE:**

Authorization is required to implement the provisions of the Collective Bargaining Agreement as negotiated on behalf of employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit.

**RECOMMENDATION:**

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



**FISCAL IMPACT:**

Fiscal impact has been provided by the Budget Office.