



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
SUBJECT: Ordinance Disclosure
DATE: January 14, 2021

On the agenda for City Council action on January 26, 2021, 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 provide for the implementation of provisions of the collective bargaining agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Human Resources Unit. The collective bargaining agreement is scheduled for consideration by the City Council as a resolution on January 26, 2021. This section provides for a wage increase retroactive to January 1, 2021, of 1 percent.

Section 2-3: Amends Section 1.12.355 to provide for the implementation of provisions of the collective bargaining agreement with the IBEW, Local 483, Human Resources Unit. The sections provide for a wage increase of 1 percent, effective January 1, 2022, and a wage increase of 1 percent, effective July 1, 2022.

Section 4: Amends Section 1.12.640 to provide for the implementation of the provisions of the Letter of agreement with the IBEW, Local 483, Tacoma Power Unit. The Letter of Agreement was approved by the Public Utility Board as a resolution on January 13, 2021, and is scheduled for consideration by the City Council as a resolution on January 26, 2021. This section includes language to clarify the step progression requirements for the classification of Telecommunications Utility Worker to move beyond Step 3 of the pay scale.

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

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