



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: February 12, 2020

On the agenda for City Council action on February 18, 2020, 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 a Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. The collective bargaining agreement is scheduled for consideration by the City Council as a Resolution on February 18, 2020. This section provides for a wage increase of 3 percent retroactive to January 1, 2020, for employees in the classifications of Sales & Service Representative, Lead Sales & Service Representative, Network Operations Center Technician and Telecommunications Technician 1.

Section 2: Amends Section 1.12. 355 to implement provisions of a Letter of Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Click! Unit and Tacoma Power Unit. The agreement is scheduled for consideration by the City Council as a Resolution on February 18, 2020. The agreement provides for the accretion of the classifications of Telecommunications Utility Worker, Telecommunications Network Construction Technician and Telecommunications Network Technician into the collective bargaining agreement with IBEW, Local 483, Tacoma Power Unit. This section provides for the consolidation of the classifications of Telecommunications Network Construction Technician and Telecommunications Network Technician into a single classification titled Network Construction Technician. It also provides for a wage adjustment of 20 percent for the classification of Network Construction Technician and a wage adjustment of 9 percent for the classification of Telecommunications Utility Worker; and a general wage increase of 2.25 percent for both classifications effective April 1, 2020

Section 3: Amends Section 1.12. 355 to implement provisions of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit. The agreement is scheduled for consideration by the City Council as a Resolution on February 18, 2020. This section provides for the accretion of the classification of Water Supply Supervisor from nonrepresented status into the collective bargaining agreement with IBEW, Local 483, Water Division Unit. It sets the pay rate for the classification at \$47.80 per hour, commensurate with other supervisor titles in the Water Division and provides that employees in the classification will be eligible for longevity pay. The current incumbent in the classification shall receive a wage increase of 3 percent retroactive to January 1, 2020, and after the increase is applied, the incumbent's wage will be frozen until the established wage for the classification exceeds the frozen rate.

Section 4: Amends Section 1.12.640 to implement provisions of a Letter of Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Click! Unit and Tacoma Power Unit. This section will provide for a one-time, lump sum payment of \$700 for employees in the classifications of Telecommunications Utility Worker, Telecommunications Network Construction Technician, and Telecommunications Network Technician as of March 31, 2020.

Section 5: Amends Section 1.12.640 to provide for a change to the overtime designation from category D (exempt from overtime) to overtime category E (time and one-half for overtime) for employees in the classifications of Power Engineer I (CSC 2131), Power Engineer II (CSC 2132), Power Engineer III (CSC 2133) and Power Engineer IV (CSC 2134) when assigned to work in emergency situations outside their normal work hours.

Section 6: Provides for the effective dates of the sections above.

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