



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: May 27, 2014

On the agenda for City Council action on June 3, 2014, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of that ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to implement provisions of the proposed collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Click! Network Unit. The collective bargaining agreement covers approximately 42 budgeted, full-time equivalent positions located at Tacoma Public Utilities. The agreement was adopted by the Public Utility Board as a Resolution U-10690, May 14, 2014, and is scheduled for consideration by the City Council as a resolution on June 3, 2014.

This section provides for market-based wage adjustments, retroactive to January 1, 2013, based on a review of the market comparables. For employees in classifications not receiving a wage increase in 2013, the employees pay will be frozen until the rate of pay catches up. Wage adjustments for each classification are as follows:

Code	Title	% Change
5516	Telecommunications Utility Worker	2.3%
5517	Network Operations Center Technician	-5.5%
5518	Telecommunications Technician I	3.9%
5540	Telecommunications Network Construction Technician	-18.6%
5543	Telecommunications Network Technician	-8.0%

Section 2: Amends Section 1.12.355 to implement 2014 wage provisions for the agreement between the City of Tacoma and the IBEW, Local 483, Click! Network Unit. It provides for a wage of 1.2 percent effective January 1, 2014, based on the Consumer Price Index (CPI-W) June index, and the terms of the collective bargaining agreement.

Section 3: Amends Section 1.12.640 to modify application of rate sections consistent with the language of the collective bargaining agreement. The changes provide for non-automatic steps in the pay range; employees must pass a skills test in order to move to the next step in the pay range.

Section 4: Provides for the effective dates for the sections above.

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