



## 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:** April 2, 2020

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On the agenda for City Council action on April 7, 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 Letter of Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The Letter of Agreement was approved by the Public Utility Board as a resolution on March 31, 2020, and is scheduled for consideration by the City Council as a resolution on April 7, 2020. This section creates the classification of Electrician, Lead (CSC 5237), effective April 1, 2020. The classification will be classified, designated as overtime category C, with wages set at 10 percent above the current pay rate of the Electrician (CSC 5236) classification.

**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, Tacoma Power Unit. This section will provide for the elimination of the current Step 1 of the pay scale for the Heating/AC Maintenance Mechanic Supervisor (CSC 5145) classification, effective April 1, 2020, due to compression and for clarification.

**Section 3:** Amends Section 1.12.355 to implement provisions of a Letter of Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section will provide for the elimination of the current Step 1 of the pay scale for the classification of Systems Power Dispatcher Candidate (CSC5119), effective retroactive to January 24, 2020, as negotiated between the City, the Union, and the Joint Apprenticeship and Training Committee (JATC).

**Section 4:** Amends Section 1.12.355 to provide for a modified pay range for the classification of Systems Power Dispatcher Candidate (CSC5119), to reflect the wage increase effective April 1, 2020, included in Ordinance 28635, adopted December 3, 2019, and the change in the number of steps.

**Section 5:** Amends Section 1.12.640 to implement provisions of a Letter of Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section provides for changes to the language regarding step movement for the classification of Systems Power Dispatcher Candidate (CSC5119), retroactive to January 24, 2020, as negotiated between the City, the Union, and the Joint Apprenticeship and Training Committee (JATC).

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

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