



## 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, Tacoma Power Unit. The collective bargaining agreement covers approximately 329.3 budgeted, full-time equivalent positions; located within General Government and Tacoma Public Utilities. Approximately 24.5 positions are within General Government and the remaining 304.8 are within Tacoma Public Utilities. The agreement was adopted by the Public Utility Board as a Resolution U-10691, May 14, 2014, and is scheduled for consideration by the City Council as a resolution on June 3, 2014.

This section provides for wage scale adjustments, retroactive to April 1, 2013, determined as a result of a market study, and the deletion of the classification of Assistant Electrical Maintenance & Construction Supervisor. For employees in classifications that are not receiving a wage increase in 2013, the employees pay will be frozen until the rate of pay catches up. For each year of the agreement 2013 – 2016, after the April 1 wage increase has been applied, employees who remain at a frozen rate of pay shall receive a one-time lump sum payment of \$500. Wage adjustments for each classification are as follows:

Code	Job Title	% Change
4120	Communications System Technician	0.72%
4121	Communications System Technician, Senior	4.22%
4119	Communications Systems Technician, Apprentice	0.66%
5004	Craft Helper	9.75%
2125	Electrical Inspector	-5.48%
5230	Electrical Meter & Relay Technician	4.39%
5242	Electrical Meter & Relay Technician, Apprentice	4.39%
5239	Electrical Trainee	-2.67%
5240	Electrical Worker	-2.02%
5236	Electrician	0.00%
0623	Energy Services Representative	10.34%
6008	Facilities Maintenance Mechanic	-6.36%
6009	Facilities Maintenance Mechanic, Lead	-5.62%
5270	Fire Maintenance Electrician	4.47%

Code	Job Title	% Change
5244	Fire Maintenance Electrician, Apprentice	4.47%
5145	Heating/AC Maintenance Mechanic Supervisor	-9.42%
5132	Hydro Project Electrician	5.89%
5301	Hydro Project Mechanic	5.89%
5056	Hydro Utility Worker	1.28%
5057	Hydro Utility Worker, Senior	-7.27%
5253	Line Clearance Tree Trimmer	1.83%
5254	Line Clearance Tree Trimmer, Senior	2.30%
5255	Line Electrician	2.76%
5241	Line Electrician, Apprentice	2.87%
5257	Line Electrician, Senior	3.30%
5256	Line Equipment Operator	1.32%
5141	Mechanical Maintenance Worker	-14.34%
5275	Signal & Lighting Electrician	-3.10%
5273	Signal & Lighting Electrician, Apprentice	-3.05%
5274	Signal & Lighting Electrician, Senior	-8.00%
5116	Substation Operator, Senior	8.69%
5120	Systems Power Dispatcher - Generation	1.52%
5119	Systems Power Dispatcher Candidate	-0.24%
5238	Tool & Equipment Room Coordinator	3.16%
5252	Transmission & Distribution Arborist	2.28%
5003	Transmission & Distribution Flagger	-2.17%
0617	Utility Service Specialist	-6.12%
5245	Wire Electrician	1.11%
5243	Wire Electrician, Apprentice	1.14%
5246	Wire Electrician, Senior	1.42%
5302	Wynoochee Project Maintenance Technician	2.55%

**Section 2:** Amends Section 1.12.355 to implement wages effective April 1, 2014, that are part of the agreement between the City of Tacoma and the IBEW, Local 483, Tacoma Power Unit. It provides for a wage of 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 to be consistent with the language of the collective bargaining agreement. It also adds language for employees in the classification of Electrician to provide for reimbursement of the cost of license recertification every three years; and for Signal and Lighting Electricians assigned to the controller shop, or assigned to Swing Crew of an additional 4 percent above their base rate of pay.

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

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