



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Gary Buchanan, Director, Human Resources  
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**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – April 7, 2020  
**DATE:** March 13, 2020

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**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for classifications represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**STRATEGIC POLICY PRIORITY:**

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**BACKGROUND:**

The ordinance provides for the implementation of provisions contained in two Letters of Agreement negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Tacoma Power Unit.

The ordinance will create 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.

The ordinance will provide for the elimination of Step 1 of the pay scale for the Heating/AC Maintenance Mechanic Supervisor (CSC 5145) classification, due to compression and for clarification.

The ordinance will also provide for the elimination of Step 1 of the pay scale for the classification of Systems Power Dispatcher Candidate (CSC5119), as negotiated between the City, the Union, and the Joint Apprenticeship and Training Committee (JATC).

**ISSUE:**

Authorization is required from the City Council by ordinance to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Expenditures for new classifications created, and other changes are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.