



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – August 21, 2018
DATE: July 27, 2018

SUMMARY:

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

STRATEGIC POLICY PRIORITY:

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

BACKGROUND:

The ordinance will provide for the implementation of the Letter of Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. The Letter of Agreement is scheduled for consideration by the Public Utility Board on August 8, 2018, and by the City Council on August 21, 2018. The collective bargaining agreement covers approximately 59 full-time, budgeted positions in the bargaining unit assigned within Tacoma Public Utilities, and was adopted by City Council Resolution 39997 on April 24, 2018.

The ordinance provides that the classified classification of Sales & Service Representative, Lead (CSC 5512) will be voluntarily recognized as incorporated into and covered by the terms and conditions of the collective bargaining agreement with IBEW, Local 483, Click! Unit. There is currently one employee in the classification. The Letter of Agreement also provides for a 0.6 percent wage increase effective upon Council approval; reduces the number of steps in the pay range from 21 steps to 5 steps; provides for the placement of the employee within the new pay range; and a one-time, lump sum payment of \$3,500.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of the respective Unions.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact has been provided by the Management Services Office.