



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
Kari L Louie, Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – September 12, 2017
DATE: August 11, 2017

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, Supervisors 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 represented employees, and changes to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for the implementation of the 2017 – 2020 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit. The collective bargaining agreement is scheduled for consideration by the Public Utility Board as a Resolution on August 23, 2017 and by the City Council as a Resolution on September 12, 2017. There are currently 13 full-time, budgeted positions in the bargaining unit, with 5 FTE assigned within General Government and 8 FTE within Tacoma Public Utilities.

The ordinance provides for a wage increase of 2.25 percent effective January 1, 2017, with an additional increase of 1 percent for the classification of Biosolids Supervisor. Effective January 1 of 2018, 2019, and 2020, wages will increase by 2.25 percent. In addition, the ordinance will provide for a one-time lump sum payment of \$1,000 for active employees in the bargaining unit as of May 4, 2017.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is as provided by the Tacoma Public Utilities Management Services Office.