



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – April 21, 2020
DATE: April 2, 2020

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, Custodial and Building Maintenance Unit, and the Tacoma Police Management Association, Local 26.

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, Custodial and Building Maintenance Unit, and the Tacoma Police Management Association, Local 26.

BACKGROUND:

The ordinance provides for the implementation of provisions contained in the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Custodial and Building Maintenance Unit, and a Letter of Agreement with the Tacoma Police Management Association, Local 26.

The agreement with the IBEW, Custodial and Building Maintenance Unit covers three years, and provides for a wage increase in each year of the agreement. Effective retroactive to January 1, 2020, wages will increase by 3 percent, and the classification of Custodian will receive a market adjustment of 2 percent. Effective January 1, 2021, rates will increase by 2.5 percent; and effective January 1, 2022, rates will increase by 2.25 percent. It also provides for increases to the annual allowances paid to eligible employees for required safety footwear and/or clothing.

The Letter of Agreement with the Tacoma Police Management Association, Local 26, provides for a one-time, lump sum payment of \$500, for each member represented by Local 26 as of February 20, 2020.

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, Custodial and Building Maintenance Unit, and the Tacoma Police Management Association, Local 26.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is provided by the Management Services Office and the Budget Office. Expenditures are the responsibility of each department for their respective employees. Department Directors are responsible for adhering to their overall level of appropriation.