



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – February 10, 2015
DATE: January 8, 2015

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 (IBEW), Local 483, Clerical and Supervisors’ Units.

STRATEGIC POLICY PRIORITY:

The Ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the IBEW, Local 483, Clerical and Supervisors’ Units..

BACKGROUND:

This ordinance will provide for the implementation of provisions of the collective bargaining agreements negotiated between the City of Tacoma and the IBEW, Local 483, Clerical and Supervisors’ Units on behalf of the employees represented by said Unions. The agreements cover approximately 182.1 full-time equivalent positions located within General Government and Tacoma Public Utilities. The agreements have been scheduled for consideration by the Public Utility Board as Resolutions on January 28, 2015 and are anticipated to be considered by the City Council as Resolutions on February 10, 2015.

The ordinance will provides for a wage increase for the classifications within each bargaining unit of 2.2 percent effective January 1, 2015.

ISSUE:

Authorize implementation of the provisions of the collective bargaining agreement as bargained with the International Brotherhood of Electrical Workers, Local 483, Clerical and Supervisors’ Units.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Office of Management and Budget.