



**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 – February 6, 2018

**DATE:** January 23, 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, 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, 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 – 2021 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. There are currently 323.59 full-time, budgeted positions in the bargaining unit, with 24 FTE assigned within General Government and 299.59 FTE within Tacoma Public Utilities.

Effective April 1, 2017, wages increase retroactively by 2.5 percent. An employee whose pay scale was reduced as the result of a market study in 2013, and who remains redlined after this increase, will be eligible for a lump sum payment of \$750. Effective April 1<sup>st</sup> in 2018 and 2019, wages shall increase by 3 percent. Effective April 1, 2020, wages shall increase by an amount equal to 100 percent of the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma-Bellevue, measured from June 2018 to June 2019, with a minimum increase of 2.25 percent and a maximum increase of 3.5 percent.

Other changes to the agreement include clarification of timelines in the grievance article; clarification of how overtime is to be distributed and/or assigned by workgroup; increases to the application of rate for employees assigned to the “trouble crew” from 6 percent to 7 percent, and an increase to the application of rate paid for a Senior Line or Senior Wire Electrician assigned as “Coordinator” from 3 percent to 5 percent; the inclusion of employees in the classification of Senior Signal & Lighting Electrician into the rotation for standby assignments; and adding standard language regarding time off and benefits to Appendix B.

**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, Tacoma Power 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 Management Services Office.