## Req. #20-0108



## **ORDINANCE NO. 28658**

1	AN ORDINANCE relating to pay and compensation; amending Chapter 1.12 of the Tacoma Municipal Code to implement rates of pay and compensation
2	and changes in the organizational structure for nonrepresented
3	classifications and employees represented by the International Brotherhood of Electrical Workers, Local 483, Click! Unit, Power Unit, and
4	Water Division Unit; and declaring the effective dates thereof.
5	WHEREAS this ordinance provides for the implementation of provisions
6	contained in agreements negotiated with the International Brotherhood of
7 8	Electrical Workers ("IBEW"), Local 483, Click! Unit, Power Unit, and Water
9	Division Unit; and includes a change to the overtime designation for
10	nonrepresented classifications in the Power Engineering classification series,
11	and
12	WHEREAS the Collective Bargaining Agreement ("CBA") with IBEW,
13	Local 483, Click! Unit, includes a wage increase of 3 percent for the
14	
15	classifications of Network Operations Center Technician (5517),
16	Telecommunications Technician 1 (5518), Sales and Service Representative
17	(5511), and Lead Sales and Service Representative (5512), and
18	WHEREAS a Letter of Agreement ("LOA") with IBEW, Local 483, Click!
19	and Power Units, provides for the consolidation of the classifications of
20 21	Telecommunications Network Construction Technician (5540) and
21	Telecommunications Network Technician (5543) into a single classification titled
23	
23	Network Construction Technician (5540), effective April 1, 2020, and
25	
26	
	-1-



1

2

3

5

WHEREAS these classifications will cease to be represented by IBEW, Local 483 Click! Unit, and will be moved under the CBA with IBEW, Local 483, Power Unit, and

WHEREAS the LOA further provides for a wage increase of 2.25 percent, 4 effective April 1, 2020; a change in the overtime designation for the titles to 6 overtime category C; and for employees in the impacted classifications on 7 March 31, 2020, to receive a one-time, lump sum payment of \$700, and

8 WHEREAS a LOA with IBEW, Local 483, Water Division Unit, provides 9 for the accretion of the nonrepresented classification of Water Supply 10 Supervisor into the bargaining unit; establishes a one-step pay rate of \$47.80 11 12 per hour, effective retroactive to January 1, 2020; and provides that the 13 classification will be eligible for longevity pay, and

14 WHEREAS the current incumbent in the classification will receive a wage 15 increase of 3 percent, and after the wage increase has been applied, the 16 incumbent's wage will be frozen until such time as the pay rate for the 17 18 classification exceeds the frozen rate, and

19 WHEREAS this ordinance also provides for a change to the overtime 20 designation for the nonrepresented classifications of Power Engineer I, Power 21 Engineer II, Power Engineer III, and Power Engineer IV, from overtime 22 category D (salaried) to overtime category E, in order to provide for overtime 23 24 compensation during emergency situations; Now, Therefore,

25

26

Ord20-0108.doc-CAC/bn



1

2

З

## BE IT ORDAINED BY THE CITY OF TACOMA:

Section 1. That Section 1.12.355 of the Tacoma Municipal Code is hereby amended, effective retroactive to January 1, 2020, to read as follows:

3								
	Code	А	Job Title	1	2	3	4	5
4	5511 Sales & Service Representative		<u>21.29</u>	<del>22.36</del>	<del>23.47</del>	<del>24.65</del>	<del>25.88</del>	
5	5512 Sales & Service Representative, Lead		<del>26.45</del>	<del>27.77</del>	<del>29.16</del>	<del>30.62</del>	<del>32.15</del>	
6	5517	Network Operations Center Technician		<del>24.02</del>	<del>25.22</del>	<del>26.49</del>	<del>27.81</del>	<del>29.20</del>
7	5518		Telecommunications Technician 1	<del>25.69</del>	<del>26.98</del>	<del>28.33</del>	<del>29.74</del>	<del>31.23</del>
8								
	Code A Job Title		1	2	3	4	5	
9	5511		Sales & Service Representative	<u>21.93</u>	23.03	<u>24.17</u>	<u>25.39</u>	<u>26.66</u>
10	5512		Sales & Service Representative, Lead	<u>27.24</u>	<u>28.60</u>	<u>30.03</u>	<u>31.54</u>	<u>33.11</u>
11	5517		Network Operations Center Technician	<u>24.74</u>	<u>25.98</u>	<u>27.28</u>	<u>28.64</u>	<u>30.08</u>
		518 Telecommunications Technician 1				00.40	20.02	00.47
12   - 13   -	5518		Telecommunications Technician 1	<u>26.46</u>	<u>27.79</u>	<u>29.18</u>	<u>30.63</u>	<u>32.17</u>
13   _ 14			Telecommunications Technician 1 tion 2. That Section 1.12.355 of effective April 1, 2020, to read as	the Tacc	oma Mur			
13 14 15		ded, e	tion 2. That Section 1.12.355 of	the Tacc	oma Mur			
13 14 15 16	amenc	ded, e	tion 2. That Section 1.12.355 of effective April 1, 2020, to read as	the Tacc follows:	oma Mur	nicipal C	ode is h	nereby
13 14 15 16	amenc Code	A	tion 2. That Section 1.12.355 of effective April 1, 2020, to read as Job Title Telecommunications Utility Worker Telecommunications Network Construction	the Tacc follows:	oma Mur 2	nicipal C	ode is h	nereby
13 14 15 16 17	amenc Code 5516	A	tion 2. That Section 1.12.355 of effective April 1, 2020, to read as Job Title Telecommunications Utility Worker	the Tacc follows:	2 2 21.16	nicipal C 3 22.24	tode is h	5 24.49
13 14 15 16 17 18 19	amenc Code 5516 5540 <del>5543</del>		tion 2. That Section 1.12.355 of effective April 1, 2020, to read as Job Title Telecommunications Utility Worker Telecommunications Network Construction Technician	the Tacc follows: 1 20.15 28.56 32.25	2 21.16 29.99 33.87	nicipal C 3 22.21 31.49 35.56	eode is h 4 23.32 33.07 37.34	5 24.49 34.72 39.21
13 14 15 16 17 18 19	amenc Code 5516 5540 <del>5543</del> Code	A .	tion 2. That Section 1.12.355 of effective April 1, 2020, to read as Job Title Telecommunications Utility Worker Telecommunications Network Construction Technician Telecommunications Network Technician	the Tacc follows: 1 20.15 28.56 32.25	2 21.16 29.99 33.87 2	nicipal C 3 22.21 31.49 35.56 3	eode is h 4 23.32 33.07 37.34	5 24.49 34.72 39.21
13 14 15 16 17 18 19	amenc Code 5516 5540 <del>5543</del>	A .	tion 2. That Section 1.12.355 of effective April 1, 2020, to read as Job Title Telecommunications Utility Worker Telecommunications Network Construction Technician	the Tacc follows: 1 20.15 28.56 32.25	2 21.16 29.99 33.87	nicipal C 3 22.21 31.49 35.56	eode is h 4 23.32 33.07 37.34	5 24.49 34.72 39.21

23 24

25

26

amended, effective retroactive to January 1, 2020, to read as follows:

Section 3. That Section 1.12.355 of the Tacoma Municipal Code is hereby



Code	Α	Job Title	1A	1B	1C	1D	2A	2B	2C	2
5068	A	Water Supply Supervisor	38.34	38.82	<del>39.31</del>	<del>39.80</del>	40.30	40.80	41.31	41
			3A	3B	3C	3D	4A	4B	4C	4
			4 <u>2.35</u>	4 <u>2.88</u>	4 <u>3.42</u>	4 <u>3.96</u>	4A 44.51	4D 45.07	40 45.63	46
			5A	5B	5C	5D	6A			
			4 <del>6.78</del>	4 <del>7.36</del>	47.95	48.55	4 <u>9.16</u>			
Code 5068	A	Job Title Water Supply Supervisor	1 47.80							
5000		water Supply Supervisor	47.00							
	Se	ction 4. That Sectio	n 1.12.	640 of	the Ta	coma I	Municip	al Cod	e is he	reb
								_		
amen	ded,	effective April 1, 20	020, to	read as	s tollow	/S:				
* * *	_									
		er An employee in the on Technician (CSC 5								
(CSC	5543	3) and Telecommunica	ations U	tility Wo	orker (C	SC 551	1 <u>6)</u> as o	f March		<u>20</u>
	eceiv	<u>/e a one-time, lump s</u>	um payı	<u>ment in</u>	the amo	ount of	<u>\$700.00</u>	<u>).</u>		
* * *										
Section 5. That Section 1.12.640 of the Tacoma Municipal Code is hereby										
amended, effective as provided by law, to read as follows:										
amen	ucu,			100, 1010	cau as	1011010	5.			
* * *	0400	0.0122.0124 Employ	vooo in t	bo alaa	aifiaatia	no of D		adinaar		
		2, 2133, 2134 Employ ), Power Engineer II								we
(CSC 2131), Power Engineer II (CSC 2132), Power Engineer III (CSC 2133) and Power Engineer IV (CSC 2134), assigned to work in emergency situations outside the normal										
	work hours shall be compensated at time and one-half of their regular rate of pay for all hours worked during emergency situations.									
work h		shall be compensate	d at tim	e and o	-			r rate of	pay for	
work h hours 2132 S	work See 2	shall be compensate ed during emergency 2131, 2132, 2133, 213	ed at tim situation 34	e and o	-			<u>r rate of</u>	pay for	
work h hours 2132 \$ 2133 \$	work See 2 See 2	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213	ed at tim <u>situatic</u> 34 34	<u>e and o</u> ons.	ne-half	of their	<u>regula</u>			
work h hours 2132 \$ 2133 \$ 2133 \$	work See 2 See 2 See 2	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power	ed at tim situatic 34 34 34 * Engine	e and o ons. eer III (C	one-half SSC 21:	of their 33) is co	<u>regula</u> omprise	ed of all	non-	
work h hours 2132 \$ 2133 \$ 2133 \$	work See 2 See 2 The c atic :	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213	ed at tim situatic 34 34 34 * Engine	e and o ons. eer III (C	one-half SSC 21:	of their 33) is co	<u>regula</u> omprise	ed of all	non-	
work h hours 2132 \$ 2133 \$ 2133 \$ 2133 T autom discret	work See 2 See 2 The c atic s tion.	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power	<u>d at tim</u> situatic 34 34 34 r Engine n within	e and o ons. eer III (C	one-half SSC 21:	of their 33) is co	<u>regula</u> omprise	ed of all	non-	
work h hours 2132 \$ 2133 \$ 2133 \$ 2133 \$ autom discret 2134 \$ 2134 \$	work See 2 The c atic s tion. See 2 The c	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power steps, and progressio 2131, 2132, 2133, 213 classification of Power	<u>d at tim</u> situatio 34 34 • Engine n within 34 • Engine	e and o ons. eer III (C the sala	SC 21: ary rang	of their 33) is co ge is ba 34) is c	omprise sed on	ed of all manage ed of all	non- ement non-	
work h hours 2132 \$ 2133 \$ 2133 \$ 2133 \$ autom discret 2134 \$ 2134 \$	work See 2 See 2 The c atic s tion. See 2 The c atic s	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power steps, and progressio	<u>d at tim</u> situatio 34 34 • Engine n within 34 • Engine	e and o ons. eer III (C the sala	SC 21: ary rang	of their 33) is co ge is ba 34) is c	omprise sed on	ed of all manage ed of all	non- ement non-	
work h hours 2132 \$ 2133 \$ 2133 \$ 2133 \$ autom discret 2134 \$ 2134 \$ 2134 \$ 2134 \$	work See 2 See 2 The c atic s tion. See 2 The c atic s	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power steps, and progressio 2131, 2132, 2133, 213 classification of Power	<u>d at tim</u> situatio 34 34 • Engine n within 34 • Engine	e and o ons. eer III (C the sala	SC 21: ary rang	of their 33) is co ge is ba 34) is c	omprise sed on	ed of all manage ed of all	non- ement non-	
work h hours 2132 \$ 2133 \$ 2133 \$ 2133 \$ autom discret 2134 \$ 2134 \$ 2134 \$ autom discret	work See 2 See 2 The c atic s tion. See 2 The c atic s	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power steps, and progressio 2131, 2132, 2133, 213 classification of Power	<u>d at tim</u> situatio 34 34 • Engine n within 34 • Engine	e and o ons. eer III (C the sala	SC 21: ary rang	of their 33) is co ge is ba 34) is c	omprise sed on	ed of all manage ed of all	non- ement non-	
work h hours 2132 \$ 2133 \$ 2133 \$ 2133 \$ autom discret 2134 \$ 2134 \$ 2134 \$ autom discret	work See 2 See 2 The c atic s tion. See 2 The c atic s	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power steps, and progressio 2131, 2132, 2133, 213 classification of Power	<u>d at tim</u> situatio 34 34 • Engine n within 34 • Engine	e and o ons. eer III (C the sala	SC 21: ary rang	of their 33) is co ge is ba 34) is c	omprise sed on	ed of all manage ed of all	non- ement non-	
work h hours 2132 \$ 2133 \$ 2133 \$ 2133 \$ autom discret 2134 \$ 2134 \$ 2134 \$ autom discret	work See 2 See 2 The c atic s tion. See 2 The c atic s	shall be compensate and during emergency 2131, 2132, 2133, 213 2131, 2132, 2133, 213 classification of Power steps, and progressio 2131, 2132, 2133, 213 classification of Power	<u>d at tim</u> situatio 34 34 • Engine n within 34 • Engine	e and o ons. eer III (C the sala	SC 21: ary rang	of their 33) is co ge is ba 34) is c	omprise sed on	ed of all manage ed of all	non- ement non-	



9	
	Section 6. That Sections 1 and 3 are effective retroactive to January 1,
1	2020. That Sections 2 and 4 are effective April 1, 2020. That Section 5 is effective
2	as provided by law.
3	
4	Passed
5	
6	Mayor
7	Attest:
8	
9 10	City Clerk
10	Approved as to form:
12	
13	Deputy City Attorney
14	
15	
16	
17	
18	
19	
20	
21	
22	
23 24	
24 25	
26	
	-5- Ord20-0108.doc-CAC/bn