



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
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COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – March 3, 2020
DATE: February 14, 2020

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation classifications and 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 and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Supervisors Unit.

BACKGROUND:

The ordinance provides for the implementation of provisions contained in the Letter of Agreement negotiated by and between the Professional and Technical Employees, Local 17 (PROTEC17) and the International Brotherhood of Electrical Workers (IBEW), Local 483, Supervisors Unit, regarding the classification of Solid Waste Collection Supervisor.

The Letter of Agreement was negotiated by and between PROTEC17 and the IBEW, Local 483, Supervisors Unit provides for the accretion of the classification of (CSC 5017) Solid Waste Collection Supervisor, to be effective the date of the PERC certification. The classification will also cease to be represented by PROTEC17, but will be moved under the collective bargaining agreement with IBEW, Local 483, Supervisors Unit.

The Letter of Agreement provides for a general wage increase of 3 percent and an additional 6.75 percent as a market adjustment, retroactive to January 1, 2019. Retroactive to January 1, 2020, a general wage increase of 2.25 percent will be applied.

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, Supervisors Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information has been provided by the Management Services Office.