



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – October 1, 2019
DATE: September 16, 2019

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 Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, General Unit, and changes in classification to create the classified title of Wastewater Treatment Plant Maintenance Technician.

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 Wastewater Treatment Plant Maintenance Technician.

BACKGROUND:

The ordinance will create a new classified title of Wastewater Treatment Plant (WWTP) Maintenance Technician (CSC 5111) for the Environmental Services Department. The classification will be created as classified, represented, and eligible for overtime pay. The pay rate for the classification will be between \$31.90 and \$35.16 per hour. The title will be represented by the International Association of Machinists and Aerospace Workers, Local 160, District Lodge #160, on behalf of Local Lodge #297, General Unit.

This classification will complement the existing WWTP Maintenance Machinist, and serves to provide a developmental opportunity for incumbents to gain exposure and experience in semi-skilled Wastewater Treatment Plant maintenance to allow a more logical career progression into the journey-level WWTP Machinist classification. This classification will perform similar work to the WWTP Maintenance Machinist in a semi-skilled capacity, but will not perform the machining duties that the WWTP Machinist performs.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation and changes to the organizational structure.

RECOMMENDATION:

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

FISCAL IMPACT:

Expenditures for new classifications created are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.