



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 – March 31, 2015
DATE: March 13, 2015

SUMMARY:

An ordinance amending Chapter 1.12 of the Tacoma Municipal Code, Compensation Plan, to implement rates of pay and compensation for employees represented by the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD).

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 as negotiated with the Sheet Metal, Air, Rail, and Transportation Union, Transportation Division (SMART-TD).

BACKGROUND:

The ordinance will provide for the implementation of the Collective Bargaining Agreement negotiated with the Sheet Metal, Air, Rail, and Transportation Union, Transportation Division (SMART-TD). The bargaining unit was previously covered by the United Transportation Union, Switch Crew Unit. The bargaining unit covers approximately 41, budgeted, full time equivalent positions at Tacoma Public Utilities, Tacoma Rail. The SMART-TD agreement is expected to be considered by the Public Utility Board as a resolution on March 25, 2015, and by the City Council as a resolution on March 31, 2015.

The ordinance provides for consolidating the two current classifications titled Railway Switch Operator (CSC 7105) and Railway Switch Supervisor (CSC 7106) into a single classification titled Railway Conductor (CSC 7106), with the base rate of pay set at \$35.94, effective the first full pay period after City Council adoption. Effective July 1, 2015, all special allowances previously provided in the prior agreement will be eliminated, converted to a dollar amount, and added to the Railway Conductor (CSC 7106), increasing the base rate of pay to \$37.04. As ratification incentive and in lieu of retroactive payments, effective in the pay period that includes July 1, 2015, forty-one (41) employees will receive a lump sum payment of \$2,800, and an additional lump sum payment of \$2,800 in the pay period that includes December 1, 2015. Effective July 1, 2016, active employees will receive a flat rate wage increase of \$1.10 per hour.

Other changes to the agreement include employee contributions to health care premiums at the same rates as other City employees; a deferred compensation employer match of up to 3 percent of employee base wages to a 457(b) account; changing the annual employee reimbursement amount of up to \$200 for safety footwear to an allowance of \$400 annually; establishing permanent bid jobs to replace the daily job assignment board markup which will provide more management flexibility in scheduling, and clarification on staffing the railroad on holidays.

ISSUE:

Authorization is required to execute the collective bargaining agreement as negotiated with the bargaining unit on behalf of the employees represented by said union.



RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is as provided by the Management Services Office.