



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – March 4, 2014
DATE: February 14, 2014

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for classifications represented by the Teamsters Local Union No. 117, General 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 establishing a formal internal staff training structure that can support future career development opportunities for employees.

BACKGROUND:

The ordinance will provide for the implementation of a Letter of Agreement negotiated with the Teamsters Local Union No. 117, General Unit. The agreement provides for an application of rate of 5 percent for employees working in the classification of Heavy Equipment Operator, when they are scheduled to train either a Solid Waste Worker or an Equipment Operator on specialized Solid Waste equipment. The application of rate will be paid only for actual hours worked.

Management will continue to be able to hire an outside trainer to provide basic training when needed, and anticipates some cost savings by moving work in-house.

ISSUE:

Authorization is required to implement changes in rates of pay and compensation for employees.

RECOMMENDATION:

It is recommended that the City Council take the necessary approving action.

FISCAL IMPACT:

The fiscal impact will be based on the number of hours an employee may be assigned to perform training. Due to the variability inherent in this provision, which may apply to several employees with different rates of pay and an unpredictable number of hours dedicated to this activity, a specific fiscal impact is not possible to calculate. However, because some of this type of work is currently performed by an outside vendor, some cost savings is expected as a result of performing the training in-house.