



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Gary Buchanan, Director, Human Resources  
Kari Louie, Senior Compensation & Benefits Manager  
Karen Short, Senior Human Resources Analyst  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – December 3, 2019  
**DATE:** November 19, 2019

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**SUMMARY:**

An ordinance amending the Tacoma Municipal Code, Chapter 1.12, Compensation Plan, to implement rates of pay and compensation for represented employees, and changes in classifications to reflect the organizational structure.

**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 providing for pay and compensation for represented employees.

**BACKGROUND:**

The ordinance will provide for the implementation of wage increases and other changes contained within the collective bargaining agreements, and other documents, as negotiated with the bargaining units listed below on behalf of the employees represented by said Unions. The collective bargaining agreements and other agreements for these unions will be scheduled for consideration by the City Council as resolutions on December 3, 2019.

1. Professional and Technical Employees, Local 17
2. Teamsters Local Union No. 117, General Unit
3. International Association of Machinists and Aerospace Workers (IAM & AW), Local 160, General Unit
4. IAM & AW, Local 160, Yard Clerks Unit
5. IAM & AW, Local 160, WWTP Supervisors Unit

**ISSUE:**

An ordinance is necessary to provide for changes to rates of pay and compensation for represented employees and changes in classification to reflect the organizational structure.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

Fiscal impact information is provided by the Office of Management and Budget. 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.