



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – July 26, 2016
DATE: July 11, 2016

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement changes in rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6, I.U.P.A.

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 wages and other compensation as negotiated in good faith with the Tacoma Police Union, Local 6, I.U.P.A. on behalf of the employees represented by said union; and providing for market-based and other wage adjustments for non-represented classifications, and other changes to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for wage increases and other changes as provided in the 2015-16 collective bargaining agreement negotiated with the Tacoma Police Union, Local 6, I.U.P.A. It provides for a wage increase retroactive to January 1, 2015, of 2.2 percent; and a wage increase retroactive to January 1, 2016, of 1.1%.

Beginning the first of the month following the effective date of the Agreement, the Union agrees to forgo three-quarters of one percent (0.75%) of salary toward a Voluntary Employee Beneficiary Association (VEBA) program. Rules and eligibility requirements of the VEBA program are outlined in the collective bargaining agreement and will be open for up to twelve (12) employees per year, with no more than three (3) eligible in any one (1) quarter.

It also provides for a change to health and welfare benefits, to allow employees to select one of four (4) City medical plan offerings, and eliminate any dual coverage option for employees who have an eligible dependent who is also a City employee, from being enrolled on more than one medical, dental and/or vision plan, and employees will be also eligible to participate in the City’s Wellness Program, and receive a Wellness Incentive credit beginning in 2017 if program requirements are met.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated in the collective bargaining agreements and other related documents negotiated on behalf of the employees represented by said unions, and provide compensation for non-represented classifications.

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 Budget Office.