



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
Kari L Louie, Senior Compensation & Benefits Manager
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COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – August 20, 2019
DATE: August 4, 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 Teamsters Local 313.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for compensation as negotiated in the Collective Bargaining Agreement with Teamsters Local 313.

BACKGROUND:

The ordinance will implement provisions of the 2018-2021 Collective Bargaining Agreement as negotiated with Teamsters Local 313. The agreement covers approximately 133 budgeted, full-time positions, and is scheduled for consideration by the City Council as a Resolution on August 20, 2019.

Effective January 1, 2018, base wages increase by 2.5 percent; and effective January 1, 2019, base wages increase by 3 percent. Bargaining unit employees employed as of July 29, 2019, and retirees during the term of this agreement are eligible for retroactive pay. Effective January 1, 2020, wages will increase by 3 percent; and effective January 1, 2021, wages will increase by 2.5 percent. In addition, bargaining unit employees employed as of July 29, 2019, will receive a one-time, lump sum payment of \$300 for the agreement to remove the attendance incentive from the contract.

The agreement includes an increase to the annual allowance provided for boots and foul weather gear from \$250 to \$275, and effective July 29, 2019, a modification to the pay range for the classification of Senior Sewer Worker (CSC 5011) by removing the criteria to reach non-automatic Step 4, and moving all current incumbents at Step 3 to Step 4.

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.