



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 – February 17, 2015
DATE: January 28, 2015

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement changes to TMC Sections 1.12.200, 1.12.220 and 1.12.640; and rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Pollution Control Unit.

STRATEGIC POLICY PRIORITY:

The Ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wage adjustments and other changes as negotiated in good faith with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit and the Tacoma Joint Labor Committee.

BACKGROUND:

This ordinance will provide for a wage increase of 2.2 percent effective January 1, 2015, as provided in the collective bargaining agreement negotiated between the City of Tacoma and the IBEW, Local 483, Water Pollution Control Unit. The agreement is scheduled for consideration by the City Council as a Resolution on February 17, 2015.

The ordinance will also provide for additional changes needed as part of the implementation of the agreement between the City of Tacoma and the Tacoma Joint Labor Committee regarding vacation leave and holiday pay. The agreement with the Tacoma Joint Labor Committee was adopted by Resolution 39050, on November 18, 2014.

The changes to the TMC will provide language to allow employees the use of vacation hours accrued in tenth (1/10) of an hour increments. It will also provide clarification that in order for employees to be eligible for holiday pay, an employee must be in a paid status for the entire shift the day preceding and the day following the holiday. The ordinance will also correct housekeeping errors in TMC Section 1.12.640, Application of additional rates.

ISSUE:

Authorization is required to implement the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit, and language changes as negotiated with the Tacoma Joint Labor Committee.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Office of Management and Budget.