



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 – March 8, 2016
DATE: February 16, 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 Teamsters Local No. 117, General Unit and the International Brotherhood of Electrical Workers, Local 483, Tacoma Power 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 providing for wages and other compensation as negotiated in good faith with the bargaining units on behalf of the employees represented by said unions; and providing for market-based and other wage adjustments, and other changes to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for wage increases and other changes as provided in the collective bargaining agreements and Letter of Understanding that have been negotiated with the Teamsters Local Union No. 117, General Unit, and the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. The agreements have been scheduled for consideration by the Public Utility Board as resolutions on February 24, 2016, and are scheduled for consideration by the City Council as resolutions on March 8, 2016.

The ordinance provides for the Teamsters Local Union No. 117, General Unit, a wage increase retroactive to January 1, 2015 of 2 percent, with a wage adjustment for the classification of Solid Waste Worker (CSC 0627) of 5 percent, along with the removal of an associated application of rate. Effective January 1, 2016, wages will increase by 1.1 percent, and effective July 1, 2016, the classifications of Carpenter (CSC 5201) and Industrial Painter (CSC 5205) will receive an adjustment of 1.5 percent; and the classifications of Crime Analyst (CSC 1101) and Senior Crime Analyst (CSC 1102) will be increased by 2 percent.

The ordinance will also create and establish the pay scale for two new classified positions of Hydro Project Mechanic, Apprentice, and Hydro Project Electrician, Apprentice. These classifications will be incorporated into the provisions of the collective bargaining agreement with the IBEW, Local 483, Tacoma Power Unit.

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 that have been negotiated on behalf of the employees represented by said unions.



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.