



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 – July 22, 2014
DATE: July 7, 2014

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for non-represented employees and employees represented by the Professional and Technical Employees, Local 17.

STRATEGIC POLICY PRIORITY:

The ordinance aligns with the City Council’s Strategic Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and working conditions as negotiated in good faith for employee represented by the Professional and Technical Employees, Local 17.

BACKGROUND:

The ordinance will provide for the implementation of the Letter of Agreement (LOA) negotiated between the City of Tacoma and the Professional and Technical Employees, Local 17, on behalf of the employees represented by said union. A new classified title, as provided in the LOA, is intended to replace 4 budgeted, full-time equivalent (FTE) positions located within the Environmental Services Department, and is scheduled for consideration by the City Council as a Resolution on July 22, 2014.

The ordinance provides for the creation of a new classified position titled Recovery and Transfer Center Supervisor (CSC 5014). The City and the Union have agreed that the new classification will be recognized as incorporated into and covered by the terms and conditions of the Professional and Technical Employees, Local 17 collective bargaining agreement. The classification will be eligible for overtime pay at time and one half (Overtime Category A), and employees will be included in Section 9.6 of the collective bargaining agreement as eligible for boot allowance.

The ordinance also deletes the obsolete the non-represented classification of Recycling Supervisor (CSC 5033) and the represented classifications of Landfill Supervisor (CSC 5018) and Facilities Maintenance and Repair Supervisor (CSC 6020).

ISSUE:

Authorize implementation of the Letter of Agreement as bargained with the Professional and Technical Employees, Local 17.

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.