



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 – November 1, 2016
DATE: October 17, 2016

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for represented employees and changes in classifications to reflect the organizational structure.

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, for represented classifications, and changes to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for the creation of a new classified position to be added to the Compensation Plan. The classification of Integration Developer (CSC 0160), will be represented by the collective bargaining agreement with the City of Tacoma, Washington, City and County Employees, Local 120, and eligible for overtime pay.

The ordinance will also provide for a wage increase for the classifications of Human Resources Assistant, Human Resources Specialist and Human Resources Analyst, based on a settlement agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. It provides for a 0.9 percent wage increase retroactive to January 1, 2016.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for employees represented by the City of Tacoma, Washington, City and County Employees, Local 120, and the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

A fiscal impact memorandum is provided by the Budget Director. All expenditures are the responsibility for each department/division for their respective employees.