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 – June 17, 2014
DATE:	June 2, 2014

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 the United Transportation Union, Switch Crew 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 negotiated in good faith for employees represented by the United Transportation Union, Switch Crew Unit.

BACKGROUND:
The collective bargaining agreement with the United Transportation Union, Switch Crew Unit was adopted by Resolution 36584, July 19, 2005. The agreement calls for cost of living adjustments based on 90 percent of the Consumer Price Index of Urban Wage Earners , Seattle/Tacoma, CPI-W, April and October indexes to be applied at six (6) month intervals until a new agreement is reached,. The CPI-W index for the April to April period was 2.6 percent, so the ordinance provides for a wage increase of 2.3 percent effective July 1, 2014. There are approximately 32 budgeted, full-time equivalent positions in the bargaining unit. The Ordinance will provide for the wage increase effective July 1, 2014, pursuant to the collective bargaining agreement negotiated with the United Transportation Union, Switch Crew Unit.

ISSUE:
Authorize the implementation of the wage provisions of the collective bargaining agreement as bargained with the United Transportation Union, Switch Crew Unit.

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

FISCAL IMPACT
Fiscal impact information on this legislation is provided as prepared by the Tacoma Public Utilities, Management Services Office.