



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 – February 9, 2016
DATE: January 22, 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 non-represented employees and employees represented by the International Brotherhood of Electrical Workers, Local 483, Click!, Supervisors’ and Water Division Units.

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 for non-represented classifications, 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 Agreement that have been negotiated with the International Brotherhood of Electrical Workers, Local 483, Click!, Supervisors’, and Water Division Units. The agreements have been scheduled for consideration by the Public Utility Board as resolutions on January 27, 2016, and are scheduled for consideration by the City Council as resolutions on February 9, 2016. The ordinance will also provide for a one-time payment for non-represented employees of Tacoma Public Utilities working for Click!.

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, and provide compensation for non-represented classifications.

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 Management Services Office.