



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Dylan Carlson, Senior Labor Relations Manager
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – October 16, 2018
DATE: October 1, 2018

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement language changes related to mandatory paid sick leave, implement rates of pay and compensation for employees represented by the Teamsters Local Union No. 117, General Unit, and other changes to nonrepresented 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 and results-oriented organization by providing for rates of pay and compensation for represented and nonrepresented employees.

BACKGROUND:

The ordinance will provide for the implementation of the Letter of Agreement negotiated with the Teamsters Local Union No. 117, General Unit. The Letter of Agreement will be considered by the City Council as a Resolution on October 16, 2018. The agreement provides for a three percent (3%) application of rate for Animal Control and Compliance Officers when assigned and performing training and evaluation duties.

The ordinance will also provide for language changes related to the implementation of mandatory paid sick leave (MPSL) as required by state law and City ordinance. The ordinance also makes changes to the title of three classifications to better align with the organizational structure, and creates the title of Assistant Fleet Manager; which will be designated as unclassified, nonrepresented, and exempt from overtime.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for represented and nonrepresented classifications and changes to the organizational structure.

RECOMMENDATION:

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

FISCAL IMPACT:

Expenditures are the responsibility of each department for their respective employees. Department Director will be responsible for adhering to their overall level of appropriation.