



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: Ordinance to implement agreements with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit; and the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit– August 5, 2014
DATE: July 28, 2014

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation; and changes in classifications to reflect the organizational structure for employees represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit; and the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit.

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 wage adjustments and other changes as negotiated in good faith for employees represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit and the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit.

BACKGROUND:

This ordinance provides for the implementation of proposed collective bargaining agreements negotiated between the City of Tacoma and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit; and the employees represented by the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit. The agreement with the Local 160 General unit is scheduled for consideration by the Public Utility Board as a resolution on July 23, 2014, and both agreements are scheduled for consideration by the City Council as a resolution on August 5, 2014.

The ordinance will provide for wage increases for the classifications in the Local 160 General Unit retroactive to January 1, 2012, of 1 percent; retroactive to January 1, 2013, of 1.5 percent, and retroactive to January 1, 2014, of 2 percent. For the PAF Unit, a wage increase effective upon ratification of 1 percent; and a wage increase effective July 1, 2015, and July 1, 2016, of 1.5 percent. The 2014 wage increase for the PAF Unit will also include an additional \$0.10 per hour for each classification, in lieu of a previously provided shift differential. The ordinance will also change the title for the classification of Resource Recovery Mechanic (CSC 5338) to Solid Waste Mechanic.

For the Local 160 General Unit, the ordinance will modify an application of rate of 5 percent for employees who are assigned to the wastewater treatment plant and performing welding in a confined space; an increase from \$100 to \$200 in the tool allowance for a Vehicle & Equipment Communication



Technician; and makes a change in the method of making employee contributions to the Western Metal Industry Pension Fund; and provides for a gross wage reduction for all deficit reduction payments effective July 1, 2013, per the terms of a December 13, 2012 Memorandum of Agreement between the City and the Union.

For the PAF bargaining unit, the ordinance will also reduce the number of steps in the pay range for PAF Maintenance Worker II from seven (7) steps to six (6) steps; provide employees the ability to elect Personal Time Off (PTO) in lieu of Vacation and Sick Leave plans; provide an annual \$150 clothing/footwear stipend, and replacement of damaged or unserviceable items purchased with the stipend, with prior approval, up to \$100 per employee per calendar year; and amend the criteria for an employee to receive an upgrade to Assistant PAF Maintenance Chief when the PAF Maintenance Chief is absent for 1 day or more and the Assistant PAF Maintenance Chief is also absent.

ISSUE:

Authorize implementation of the provisions of the collective bargaining agreements as bargained the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit and the Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit.

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.