



TO: Elizabeth Pauli, Interim City Manager
FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Interim Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – March 28, 2017
DATE: March 6, 2017

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 District Lodge #160 of the International Association of Machinists and Aerospace Workers, General Unit; and Supervisors’ Unit, 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 and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Association of Machinists and Aerospace Workers, General Unit; and Supervisors’ Unit.

BACKGROUND:

The ordinance will provide for execution of the Collective Bargaining Agreements (CBA) negotiated with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, General Unit; and Supervisors’ Unit. The collective bargaining agreements are scheduled for City Council consideration as Resolutions on March 21, 2017.

The Local 160 General Unit provisions include a wage increase of 2.25 percent effective retroactively to January 1, 2017; an increase of 2.5 percent effective January 1, 2018; and effective January 1, 2019, an increase of 2.5 percent. The ordinance also provides for a one-time lump sum payment of \$500 for active employees as of the date of ratification of the agreement. Beginning in 2018, the classifications of Heavy Equipment Mechanic (CSC 5332), Fire & Marine Diesel Mechanic (CSC 5335), and Fire & Marine Shop Supervisor (CSC 5336) will be eligible to receive new premium pays for holding specific work related certifications as outlined in the collective bargaining agreement. A current premium pay of 3 percent for a Wastewater Treatment Plant Assistant in a training program will be discontinued for future employees, but current incumbents will continue to receive the pay as long as they remain in the classification.

The Local 160 Supervisors’ Unit provisions include a wage increase effective April 3, 2017, of 2.25 percent that will correspond to the date for a change to how the employee contributions to the supplemental pension plan with the Western Metal Industry Fund will be calculated and administered. A wage increase effective January 1, 2018, of 2.25 percent, and an increase effective January 1, 2019, of 2.25 percent. The ordinance also provides for a one-time lump sum payment of \$500 for active employees as of the date of ratification of the agreement.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreements as negotiated with the bargaining units on behalf of the employees represented by the District Lodge #160 of the International Association of Machinists and Aerospace Workers, General Unit; and Supervisors’ Unit.



RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impacts are provided by the Budget Office. All expenditures will be the responsibility for each department/division for their respective employees.