



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – November 19, 2013
DATE: November 1, 2013

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.

BACKGROUND:

The ordinance will provide for the implementation of wage increases as contained within the collective bargaining agreements and other related documents negotiated with the following bargaining units on behalf of those employees represented by said unions:

1. International Association of Machinists and Aerospace Workers, (IAM & AW) District Lodge #160, on behalf of Local Lodge 297, Rail Mechanics Unit
2. IAM & AW, District Lodge #160, on behalf of Local Lodge 297, Track Workers Unit
3. IAM & AW, District Lodge #160, on behalf of Local Lodge 297, Yard Clerk Unit
4. International Brotherhood of Electrical Workers, Local 483, Court Clerk Unit
5. International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit
6. International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit
7. International Brotherhood of Electrical Workers, Local 483, Water Division Unit
8. International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit
9. Brotherhood of Locomotive Engineers
10. Professional and Technical Employees, Local 17

ISSUE:

Authorization is required to implement rates of pay and compensation in collective bargaining agreements and other related documents that have been negotiated with bargaining units on behalf of the employees represented by said unions.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Budget Office and the Tacoma Public Utilities Management Services Office.