



TO: Mark Lauzier, Acting 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 21, 2017
DATE: February 2, 2017

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for nonrepresented employees and employees represented by the City of Tacoma, Washington, County and City Employees, Local 120, and changes in classifications to reflect the organizational structure.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for the creation of a new classification to the collective bargaining agreement with the City of Tacoma Washington, County and City Employees, Local 120.

BACKGROUND:

The ordinance will provide for the execution of a Letter of Agreement (LOA) negotiated with the City of Tacoma, Washington, County and City Employees, Local 120. The LOA is scheduled for City Council consideration as a Resolution on February 21, 2017. The LOA provides for the creation of a new classified position to be added to the Compensation Plan. The classification of Web Developer (CSC 0161), will be represented by the collective bargaining agreement with the City of Tacoma, Washington, City and County Employees, Local 120, and eligible for overtime pay.

The City and the Information Technology Department have identified the need for this new classification to be created; and agrees that it will be incorporated into the collective bargaining agreement with the City of Tacoma Washington, County and City Employees, Local 120.

The ordinance will also correct the pay rate for the classification of Management Fellow (CSC 4607), as passed by Ordinance 28391, on December 13, 2016. The classification was incorrectly included in the ordinance and the correction will restore the pay rate to what was previously passed by Ordinance 28369, on July 19, 2016, and effective December 1, 2016.

ISSUE:

Authorization is required to execute the Letter of Agreement as negotiated with the bargaining unit on behalf of the employees represented by the City of Tacoma Washington, County and City Employees, Local 120.

RECOMMENDATION:

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

FISCAL IMPACT:

There are no current incumbents. All expenditures will be the responsibility for each department/division for their respective employees.