



TO: T.C. Broadnax, 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 – October 4, 2016
DATE: September 19, 2016

SUMMARY:

An ordinance amending Chapter 1.12 of the Tacoma Municipal Code, related to the Compensation Plan, to implement rates of pay and compensation for employees represented by the Professional Public Safety Management Association.

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 as negotiated with the Professional Public Safety Management Association.

BACKGROUND:

The ordinance will provide for wage increases and other changes as provided in the collective bargaining agreement negotiated between the City of Tacoma and the Professional Public Safety Management Association. The agreement covers approximately 8 budgeted full time equivalent (FTE) positions, and is scheduled to be considered by the City Council as a resolution on October 4, 2016.

The ordinance provides for a wage increase effective retroactive to January 1, 2015, of 2.6 percent; a wage increase retroactive to January 1, 2016, of 1.1 percent; and an increase effective January 1, 2017 of 2.0 percent. Wages for 2018 will be based on revised indexing/parity language.

The ordinance also provides for a change to the deferred compensation program provided by the employer, changing the current matching contribution amount to an employer contribution with no match required; and beginning in 2017, a reduction in the amount of employee wages forgone toward the Voluntary Employee Beneficiary Association (VEBA) program pursuant to an attached Letter of Agreement between the parties.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated with the bargaining unit on behalf of the employees represented by the Professional Public Safety Management Association.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal Impact information is provided by the Budget Office.