



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Human Resources Director
Kari L Louie, Senior Compensation & Benefits Manager
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – November 12, 2019
DATE: October 25, 2019

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to align with provisions contained in the agreements negotiated with the Tacoma Joint Labor Committee; the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit; the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.

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 represented and non-represented employees, and changes in classification to reflect the organizational structure.

BACKGROUND:

The ordinance will amend the Tacoma Municipal Code, Chapter 1.12, Compensation Plan to align with provisions in the Collective Bargaining Agreement negotiated with the Tacoma Joint Labor Committee, effective January 1, 2020. The agreement with the Joint Labor Committee is scheduled for consideration by the City Council as a resolution on November 5, 2019.

The ordinance amends Section 1.12.095 Health Care and Disability Benefits to provide beginning January 1, 2020, eligible employees who are scheduled to work thirty (30) or more hours per week will make premium share contributions for medical, dental and vision coverage at the same rate as a full-time employee.

The ordinance will also provide for the implementation of pay and other changes contained in the collective bargaining agreement with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit; and the letter of agreement with the Teamsters Local Union No. 117, Tacoma Venues & Events Unit. The collective bargaining agreement and letter of agreement are both scheduled for consideration by the City Council as resolutions on November 12, 2019.

It will also create two new classified titles of Workforce Coordinator (CSC 0859) and Tacoma Venues & Events HVAC Mechanic II (CSC 5053). The classification of Workforce Coordinator will be represented by the IBEW, Local 483, Customer & Field Services Unit, and will be classified, non-exempt, and eligible for overtime pay. The classification of Tacoma Venues & Events HVAC Mechanic II will be represented by the Teamsters Local Union No. 117, Tacoma Venues & Events Unit, and will be classified, non-exempt, and eligible for overtime pay.

ISSUE:

Authorization from the City Council by ordinance is required to provide for changes to align with changes in the agreement with the Tacoma Joint Labor Committee; and implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, and the Teamsters Local Union No. 117, Tacoma Venues & Events Unit.



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 Office of Management and Budget, and the Management Services Office. Expenditures for new classifications created are the responsibility of each department for their respective employees. Department Directors will be responsible for adhering to their overall level of appropriation.