



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 – April 5, 2016
DATE: March 10, 2016

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement changes in rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit.

STRATEGIC POLICY PRIORITY:

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective, results-oriented organization by providing for wages and other compensation as negotiated in good faith with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit on behalf of the employees represented by said union; and providing for wage adjustments, and other changes to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for wage increases and other changes as provided in the collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Custodial and Building Maintenance Unit. The agreement has been scheduled for consideration by the Public Utility Board as a resolution on March 23, 2016, and is scheduled for consideration by the City Council as a resolution on April 5, 2016.

The ordinance provides for a wage increase in each year of the four-year agreement. A wage increase of 2 percent retroactive to January 1, 2016, and a wage increase of 2 percent effective each January 1 of each subsequent year, 2017, 2018 and 2019.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated in collective bargaining agreements and other related documents that have been negotiated on behalf of the employees represented by said union.

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 Management Services Office.