



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – September 15, 2020
DATE: August 31, 2020

SUMMARY AND PURPOSE:

An ordinance amending the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, regarding rates of pay and compensation for employees represented by the Professional & Technical Employees Union, Local 17 and the City of Tacoma Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO, and changes in classification to reflect the organizational structure.

BACKGROUND:

The ordinance will amend the Compensation Plan to implement rates of pay and compensation for employees represented by the Professional & Technical Employees Union, Local 17 and the City of Tacoma Washington, City and Pierce County Employees Local Number 120 of the Washington State Council of County and City Employees, AFSCME, AFL-CIO. Letters of Agreement have been scheduled for consideration by the Public Utility Board as resolutions on August 26, 2020, and are scheduled for consideration by the City Council as resolutions on September 15, 2020.

The ordinance creates a new classification titled Senior Engineering Instrumentation Technician, and sets rates of pay and compensation. The classification will be designated as hourly, eligible for overtime, and will be represented by Professional & Technical Employees, Local 17. The ordinance also corrects the title of the classification of Utility Services Supervisor (CSC 0614) to Utility Services Representative Supervisor; and corrects an error in the rates of pay for the classification of Senior Buyer (CSC 0307), which was included in Ordinance 28680, passed July 14, 2020.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

These changes have been discussed with the employee union representatives, and have been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Equity and Accessibility:

Identify which Tacoma 2025 strategic goals your legislation most relates to, and then identify the [Equity Index Score](#) for those goals in the geography your proposal will affect. Select the indicator(s) this legislation is most related to, then briefly explain how this legislation will impact the selected indicator(s) and/or improve the Equity Index Score. *Use the dropdowns below and refer to guide for more information.*



Economy/Workforce: Equity Index Score: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve the legislation executing two Letters of Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by ordinance is required to implement compensation and benefits for represented employees and changes in classification to reflect the organizational structure.

FISCAL IMPACT:

There is no immediate fiscal impact.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
Various	Various	Various	
TOTAL			

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

NO, PLEASE EXPLAIN BELOW

No. Department Directors will be responsible for adhering to their overall levels of appropriation.

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Letter of Agreement