



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 – August 23, 2016
DATE: August 8, 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 non-represented employees and employees represented by the International Brotherhood of Electrical Workers, Local 483, Clerical Unit; the Professional and Technical Employees, Local 17; and the Washington State Council of County and City Employees, Local 120.

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 for non-represented employees and as negotiated in good faith with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit; the Professional and Technical Employees, Local 17; and the Washington State Council of County and City Employees, Local 120, on behalf of the employees represented by said unions; and other changes to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for wage increases and other changes as provided in the 2016-2019 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. It provides for a wage increase retroactive to January 1, 2016, of 1.1 percent, and a wage increase of 2 percent each January 1 of 2017, 2018 and 2019. It provides for any covered employee in an active status as of the ratification of the agreement, a one-time lump sum payment of \$900; and a one-time payment of \$500 where an employee’s base wage remains red-lined after the bargaining unit increase has been applied.

To implement a Letter of Agreement with the Professional and Technical Employees, Local 17, the ordinance will delete the classifications of Chief of Party, PLS; Assistant Chief Surveyor, PLS; and Senior Vehicle & Equipment Shop Supervisor. Additional pay previously incorporated into the Chief of Party, PLS and Assistant Chief Surveyor, PLS classifications will be replaced by certification pay provided if the employee maintains a valid certification.

To implement a Letter of Agreement with the City of Tacoma Washington, County and City Employees, Local 120, the ordinance will change the title for the classification of Information Technology Programming Intern (CSC 4608) to Information Technology Analyst Intern. It will also add three (3) additional new intern classifications to be titled Information Technology Computer Support Technician Intern, Information Technology Helpdesk Intern, and Information Technology Business Analyst Intern.

The ordinance will provide for the creation of two unclassified, appointive positions to be titled Information Technology Project Manager, and Information Project Manager, Senior. Both classifications will be non-represented, and exempt from overtime, and are intended to more closely represent work to be performed. It will also provide for the correction of an inadvertent clerical error contained in Ordinance 28369, passed July 19, 2016, to change the effective date of Section 2, to December 1, 2016.



ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for non-represented employees and represented employees as negotiated in the collective bargaining agreements and other related documents on behalf of the employees represented by said unions.

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.