



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – November 22, 2016
DATE: November 14, 2016

SUMMARY:

An ordinance amending the Tacoma Municipal Code, Chapter 1.12, Compensation Plan, to implement changes as negotiated with Tacoma Joint Labor Committee.

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 employee health and welfare benefits as negotiated in good faith with the Tacoma Joint Labor Committee.

BACKGROUND:

The ordinance will amend sections of 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, 2017. The agreement with the Joint Labor Committee is scheduled for consideration by the Public Utility Board as a resolution on November 9, 2016, and the City Council as a resolution on November 22, 2016.

The Unions which comprise the Tacoma Joint Labor Committee are: Professional & Technical Employees, Local 17; Tacoma Firefighters, Local 31; Teamsters Local Union No 117; Washington State Council of County and City Employees, Local 120; International Association of Machinists & Aerospace Workers, Local 160; Teamsters Local 313; and International Brotherhood of Electrical Workers, Local 483.

Section 1.12.095 – Health Care and Disability Benefits. Employees who provide proof of other coverage may opt out of City medical, dental and vision insurance plans. Employees or their eligible dependents may not be insured on more than one City medical, dental or vision plan. Permanent employees who fail to timely enroll in medical coverage will be enrolled in the City’s default medical plan. Temporary employees who fail to timely enroll will be determined to have waived coverage.

Section 1.12.140 – Compensation of employees other than full-time regular employees. Provides for the inclusion of continuous temporary employment in the computation for vacation and or Personal Time Off leave accruals as applicable for temporary employees who receive a permanent appointment.

Section 1.12.230 – Sick leave with pay. Amended to provide sick leave with pay to employees in a temporary status, at the same rate as regular City employees. Sick leave accruals will be prorated for part-time employees.

ISSUE:

An ordinance is necessary to provide for changes to the Tacoma Municipal Code to align with changes negotiated in the agreement with the Tacoma Joint Labor Committee, and to move forward with employee open enrollment and other processes.



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.

Due to lower than anticipated costs and changes to the City's health care plans included in the 2017-2018 collective bargaining agreement between the City of Tacoma and the Tacoma Joint Labor Committee, staff has budgeted \$132,733,326 in expenses for the Health Care Trust Fund in 2017-2018. The Health Care Trust Fund budget includes medical, vision, Employee Assistance Program (EAP), flexible spending, and wellness initiative funding. Additionally, the City is planning to spend \$11,646,051 in dental benefits through three dental providers.