



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – October 6, 2015
DATE: September 21, 2015

SUMMARY:

An ordinance amending the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12 to implement rates of pay and compensation for employees represented by the Tacoma Fire Fighters Union, Local 31; and the Tacoma Police Management Association, Local 26, I.U.P.A.

STRATEGIC POLICY PRIORITY:

The Ordinance aligns with the City Council’s Strategic Policy priority to encourage and promote an efficient and effective government, by providing for wages and other changes in working conditions as negotiated in good faith for employees represented by the Tacoma Fire Fighters Union, Local 31, and the Tacoma Police Management Association, Local 26.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the collective bargaining agreement with the Tacoma Fire Fighters Union, Local 31; and a Letter of Agreement with the Tacoma Police Management Association, Local 26. The two agreements cover approximately 369 full-time equivalent positions located within the General Government. Both the collective bargaining agreement and Letter of Agreement are anticipated to be considered by the City Council as Resolutions on October 6, 2015.

The ordinance provides employees represented by the Tacoma Police Management Association, Local 26, a wage increase of 1 percent, retroactive to effective January 1, 2015.

The ordinance also provides employees represented by the Tacoma Fire Fighters Union, Local 31, a market based wage increase of 4.3 percent, effective January 1, 2015, and a wage increase of 1.1 percent based on the Consumer Price Index (CPI-W) June index, of 1.1 percent, effective January 1, 2016.

The ordinance will also provide for language to allow for the payment of sick leave paid out to Local 31 employees upon their retirement to be paid to Washington State Council of Firefighters Employee Benefit Trust for the purposes of retiree health insurance premiums or health service expenses. It will also provide for a distribution payment to active Local 31 members, of a flat, one-time payment of unused VEBA funds following the adoption of the successor bargaining agreement.

ISSUE:

Authorization is needed to execute the 2015-2018 collective bargaining agreement as bargained with the Tacoma Fire Fighters Union, Local 31.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve this agreement.

FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget.