



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 – July 22, 2014
DATE: June 27, 2014

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation; and changes in classifications to reflect the organizational structure for employees represented by the Washington State Council of County and City Employees, Local 120.

STRATEGIC POLICY PRIORITY:

The ordinance aligns with the City Council’s Strategic Policy Priority to **encourage and promote an open, effective, results-oriented organization** by providing for wage adjustments and other changes as negotiated in good faith for employees represented by the Washington State Council of County and City Employees, Local 120.

BACKGROUND:

This ordinance will provide for the implementation of provisions of the collective bargaining agreement and Letter of Agreement negotiated between the City of Tacoma and the Washington State Council of County and City Employees, Local 120 on behalf of the employees represented by said Union. The agreements cover approximately 152 full-time equivalent positions located within General Government and Tacoma Public Utilities. Approximately 100 FTE’s are assigned within General Government and the remaining 52 are assigned within Tacoma Public Utilities. The agreement has been scheduled for consideration by the Public Utility Board as a Resolution on July 9, 2014 and is anticipated to be considered by the City Council as a Resolution on July 22, 2014.

The ordinance provides for wage adjustments effective May 1, 2013, based on a review of market comparables and other considerations; a wage increase of 1.2% effective January 1, 2014; a wage increase of 1.5 percent effective January 1, 2015; and an increase of 2 percent effective April 1, 2016. The agreement also reduces the number of steps in the pay range for the classification of Converter Inventory Technician (CSC 5538) to 5 steps; changes the title of Senior Computer Operator (CSC 0118) to Information Technology Helpdesk Specialist. It will also create a new classified title of Graphic Arts Specialist, Lead (CSC 0222) effective January 1, 2013.

ISSUE:

Authorize implementation of the provisions of the collective bargaining agreement and Letter of Agreement as bargained with the Washington State Council of County and City Employees, Local 120.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Office of Management and Budget.