



**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 – December 1, 2015  
**DATE:** November 12, 2015

**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 represented and non-represented classifications, and changes in classifications to reflect the organizational structure.

**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 as negotiated in good faith with the bargaining units on behalf of the employees represented by said unions; and providing for market-based and other wage adjustments for non-represented classifications, and other changes to reflect the organizational structure.

**BACKGROUND:**

The ordinance will provide for wage increases as negotiated for represented classifications, and contained within collective bargaining agreements, and other related documents with the bargaining units listed below on behalf of the employees represented by said unions. The ordinance will also include market based and other wage adjustments for non-represented classifications.

The ordinance addresses represented compensation for classifications that are part of one of the following bargaining units:

1. District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers (IAM & AW), General Unit
2. IAM & AW, Local 160, WWTP Supervisors Unit
3. IAM & AW, Local 160, Rail Yard Clerks Unit
4. IAM & AW Local 160, Rail Mechanics Unit
5. IAM & AW Local 160, Rail Track Workers Unit
6. Brotherhood of Locomotive Engineers and Trainmen
7. United Transportation Union, Yardmasters Unit
8. Teamsters, Local 313
9. International Brotherhood of Electrical Workers (IBEW), Local 483, Water Pollution Control Unit
10. IBEW, Local 483, Tacoma Power Unit
11. IBEW, Local 483, Customer and Field Services Unit
12. Washington State Council of County and City Employees, Local 120

Ordinance 28263, passed December 9, 2015, provided for some non-represented classifications identified as below the market, to receive effective January 1, 2016, the balance of the 2015 determined market based adjustment, up to a cap of 6 percent. This ordinance will make the following adjustments to these classifications included in that ordinance.



Code	Job Title	Ord 28263 2016 Adjustment	Revised 2016 Adjustment
07580	Environmental Services Director	0.00%	6.00%
20590	Environmental Services Director, Assistant	0.00%	6.00%
11840	Management & Budget Specialist	1.97%	0.00%
52490	Power Supervisor III	0.00%	2.00%
25290	Senior Center Van Driver	0.00%	16.35%

The classifications of Human Resources Assistant (CSC 1106), Human Resources Specialist (CSC 1113), and Human Resources Analyst (CSC 1115), will receive a wage increase effective January 1, 2016, of an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W, Seattle-Tacoma-Bremerton, measured from June 2014 to June 2015, which has been published as 1.1%. All other non-represented classifications will receive an across the board wage increase of 2.0% effective January 1, 2016.

The ordinance will also restore the appointive title of Labor Relations Analyst (CSC 1123); and deletes the classified title of Watershed Forester (CSC 2154) as is it is no longer in use.

**ISSUE:**

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

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

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