



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 2, 2014
DATE: November 21, 2014

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 wage adjustments for certain non-represented classifications determined to be below the market, or to have compression issues with represented classifications.

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 include wage adjustments for non-represented classifications that have been determined to be either below the market, or determined to have compression issues with represented classifications; and will also include amendments to sections of the Tacoma Municipal Code (TMC) to incorporate benefits for persons identified as a “domestic partner” of an employee; provide authority for the Wellness Committee to authorize incentives for employee participation in the Wellness Program, and provide language regarding entitlement of two (2) unpaid holidays per year for reasons of faith or conscience as defined by applicable rule or regulation.

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

1. International Brotherhood of Electrical Workers (IBEW), Local 483, Click! Unit
2. IBEW, Local 483, Court Clerks Unit
3. IBEW, Local 483, Custodial and Building Maintenance Unit
4. IBEW, Local 483, Tacoma Power Unit
5. District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Supervisors Unit
6. District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers (IAM & AW), General Unit
7. IAM & AW, Rail Yard Clerks Unit
8. IAM & AW Rail Mechanics Unit
9. IAM & AW Rail Track Workers Unit
10. United Transportation Union, Switch Crew Unit
11. United Transportation Union, Yardmasters Unit
12. Brotherhood of Locomotive Engineers and Trainmen



Earlier this year, Ordinance 28203, passed February 4, 2014, provided for market based wage adjustments for non-represented classifications that were determined to be below the market, or determined to have compression issues with represented classifications received a wage adjustment. Non-represented classifications that were over the market did not receive a wage adjustment.

The ordinance will address non-represented wages for 2015, in the following manner:

1. Non-represented classifications identified as below the market with no compression issues will receive a market-based wage adjustment, up to a cap of 6 percent.
2. Non-represented classifications identified as below the market with compression issues will receive a market-based adjustment, up to a cap of 10 percent.
3. Non-represented classifications identified as above the market will not receive an increase in 2015.

The ordinance will also change the title of Budget Officer (CSC 0751) to Budget Director, create three (3) new unclassified titles of Equity & Human Rights Director (CSC 0753), Media & Communications Director (CSC 0804), and Planning & Development Division Manager (CSC 2347); and delete the classified title of Safety Technician (CSC 1117), and the unclassified titles of Development Operations Supervisor (CSC 2347), and PAF Public Assembly Attendant (CSC 6220) as they are no longer in use.

The ordinance will also address some non-represented wage increases for 2016, in the following manner:

1. Non-represented classifications identified as below the market with no compression issues will receive the balance of the determined 2015 market-based wage adjustment, up to a cap of 6 percent.
2. Non-represented classifications identified as below the market with compression issues will receive the balance of the determined 2015 market-based wage adjustment, up to a cap of 10 percent.

Additionally, effective January 1, 2016, as reflected in the 2015/2016 budget ordinance, all non-represented classification wages will increase by 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.

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.