



**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– October 28, 2014  
**DATE:** October 9, 2014

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**SUMMARY:**

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay for employees represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

**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 as negotiated in good faith for employees represented by the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

**BACKGROUND:**

Ordinance 28238, passed August 12, 2014, provided for the implementation of the collective bargaining agreement between the City of Tacoma and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The agreement was adopted by Public Utility Board Resolution U-10710, July 23, 2014, and by City Council Resolution 38982 on August 5, 2014.

This ordinance will correct wages contained in Ordinance 28238, effective January 1, 2014. The collective bargaining agreement provides for wages based on the Consumer Price Index (CPI-W) June index, with a minimum increase of 2 percent and a maximum increase of 4 percent. The wage rates in the ordinance were incorrectly calculated at 1.2 percent. The ordinance will provide for the correction to wages effective January 1, 2014.

**ISSUE:**

Authorization to implement a correction for the 2014 wages as part of the collective bargaining agreement bargained with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

**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.