



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
Kari L Louie, Senior Compensation & Benefits Manager
Bill Fosbre, City Attorney
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – June 12, 2018
DATE: June 7, 2018

SUMMARY:

An ordinance to amend 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 Professional Public Safety Management Association.

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, for employees by the Tacoma Fire Fighters Union, Local 31 and the Professional Public Safety Management Association.

BACKGROUND:

The ordinance will provide for the implementation of the provisions of the Letter of Agreement negotiated with the Tacoma Fire Fighters Union, Local 31, scheduled for consideration by the City Council on June 12, 2018; and an indexing provision in collective bargaining agreement with the Professional Public Safety Management Association on behalf of the employees represented by said Unions.

The ordinance provides for a wage increase effective for classifications represented by the Tacoma Fire Fighters Union, Local 31, of 4.0 percent effective June 1, 2018.

The indexing language in the collective bargaining agreement with the Professional Public Safety Management Association will provide for a wage increase for the classifications of Deputy Fire Chief and Assistant Fire Chief of 4.0 percent, effective June 1, 2018.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of the respective Unions.

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 Budget Office.