



**TO:** Elizabeth Pauli, City Manager  
**FROM:** Karen Short, Human Resources Senior Analyst  
Gary Buchanan, Human Resources Director  
Kari Louie, Benefits Manager  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – January 2, 2018  
**DATE:** December 5, 2017

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**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 District Lodge #160 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit.

**STRATEGIC POLICY PRIORITY:**

The requested ordinance aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the International Association of Machinists and Aerospace Workers, Yard Clerk Unit.

**BACKGROUND:**

The ordinance will provide for execution of the 2017 – 2019 Collective Bargaining Agreements (CBA) negotiated with the District Lodge #160 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit. The collective bargaining agreement is scheduled for consideration by the Public Utility Board as a Resolution on December 13, 2017, and by the City Council as a Resolution on January 2, 2018.

The ordinance will provide for a wage increase in each year of the agreement. An increase to \$34.72 per hour, effective September 18, 2017; an increase to \$35.57, effective January 1, 2018; and an increase to \$36.47, effective January 1, 2019. In addition, a one-time lump sum payment of \$1,000 will be paid to each employee in the Yard Clerk classification; and in accordance with the Western Metal Industry Pension Fund Rehabilitation Plan – Preferred Schedule, effective July 1 of 2018 and 2019, employees will forgo an additional amount toward a supplemental rate increase. The ordinance will also provide for a City match of 457(b) deferred compensation contributions by Yard Clerks up to 3 percent.

**ISSUE:**

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining units on behalf of the employees represented by the District Lodge #160 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

Fiscal impact is provided by the Management Services Office. All expenditures will be the responsibility for each department/division for their respective employees.