



TO: Elizabeth Pauli, City Manager

FROM: Karen Short, Senior Human Resources Analyst
 Gary Buchanan, Director, Human Resources
 Kari L Louie, Senior Compensation & Benefits Manager

COPY: City Council and City Clerk

SUBJECT: Pay and Compensation Ordinance – February 27, 2018

DATE: February 2, 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 International Brotherhood of Electrical Workers, Local 483, Human Resources Unit and the Washington State Council of County and City Employees, Local 120.

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 represented employees, and changes to reflect the organizational structure.

BACKGROUND:

The ordinance will provide for the implementation of collective bargaining agreements negotiated with the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit and the Washington State Council of County and City Employees, Local 120.

For the agreement with IBEW, Local 483, Human Resources Unit, the ordinance includes that retroactive to April 1, 2017, pay ranges will be moved to a five step system and will increase by 2 percent for the classifications of Human Resources Analyst and Human Resources Specialist; and 5 percent for the classification of Human Resources Assistant. Wages effective January 1, 2018 will be increased by 2.5 percent for the classes of Human Resources Analyst and Human Resources Specialist and by 4 percent for the Human Resources Assistant; and wages effective January 1, 2019, will increase for all classifications by 2.75 percent.

For the agreement with the Washington State Council of County and City Employees, Local 120, the ordinance includes a retroactive wage effective January 1, 2017, of 2 percent. In addition, an employee who was active as of the date of ratification of the agreement of December 21, 2017, will receive a one-time lump sum payment of \$250.00. Effective retroactive to January 1, 2018, wages shall increase by between 2.5 percent and 3.75 percent, depending on classification; effective January 1, 2019, wages will increase by 2.5 percent.

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.