



**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
Karen Short, Senior Human Resources Analyst  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – April 8, 2014  
**DATE:** March 17, 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 and compensation for employees represented by the Teamsters Local Union No. 117, 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 market based wage adjustments and other compensation as negotiated in good faith for employees represented by the Teamsters Local Union No. 117, General Unit.

**BACKGROUND:**

This ordinance will provide for the implementation of provisions of the Letters of Agreement negotiated with the Teamsters Local Union No. 117, General Unit. The agreements cover 191.5 full time equivalent (FTE) positions with approximately 141.8 FTE positions assigned within General Government and the remaining 49.7 FTE positions assigned within Tacoma Public Utilities. The agreements provide for the following:

1. Market-based wage adjustments, retroactive to January 1, 2014, based on where each classification in the bargaining unit sits within the comparable market. For classifications not receiving a wage adjustment (except the classification of Laborer), employees shall receive a 1 percent lump sum payment, based on the employee’s 2013 base annual salary.
2. Grounds Maintenance Workers at Tacoma Power. Employees will be eligible to receive the Equipment Operator rate of pay while operating the following equipment: Tacoma Power computer controlled spray truck; backhoe; large tractor mower; dump truck requiring a Commercial Driver’s License (CDL); and skidsteer loader when operated around energized equipment.
3. Grounds Maintenance Worker, Hydro Grounds Maintenance Worker and Street Maintenance Worker, at Tacoma Power and Public Works Streets & Grounds. Employees will be eligible to receive the Equipment Operator rate of pay for hours worked operating any of the following equipment: tractor mower, bucket truck, and water truck requiring a CDL.



4. Grounds Maintenance Worker at Public Works. Employees will be eligible to receive the Equipment Operator rate of pay when operating a dump truck for 4 hours or more as outlined in the agreement.
5. Crime Analyst and Senior Crime Analyst. An educational incentive premium of 2.5 percent will be provided for employees who show proof of a Master's degree with an emphasis in math, statistics, criminal justice, behavioral science, or a related field as determined by the Chief of Police or his/her designee, as provided for in the agreement.

**ISSUE:**

Authorization is required to implement changes in rates of pay and compensation negotiated with the bargaining unit on behalf of the employees represented by said union.

**RECOMMENDATION:**

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

**FISCAL IMPACT:**

The fiscal impact as provided by the Budget Office is attached.