



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 – December 6, 2016
DATE: November 28, 2016

SUMMARY:

An ordinance amending the Tacoma Municipal Code, Chapter 1.12, Compensation Plan, to implement rates of pay for non-represented and represented employees, and changes in classification to reflect the organizational structure.

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 pay and compensation for represented and non-represented employees.

BACKGROUND:

The ordinance will provide for wage increases as negotiated for represented classifications, and contained within collective bargaining agreements, and other related documents with the bargaining units listed below on behalf of the employees represented by said unions. The ordinance addresses compensation for classifications that are part of one of the following groups:

1. Professional and Technical Employees, Local 17
2. Tacoma Fire Fighters, Local 31
3. Teamsters Local Union No 117, General Unit
4. Teamsters Local Union No 117, PAF Unit
5. International Association of Machinists and Aerospace Workers (IAM & AW) Local 160, Rail Mechanics Unit
6. IAM & AW, Local 160, Track Workers Unit
7. Teamsters Local 313
8. International Brotherhood of Electrical Workers (IBEW), Local 483, Customer Service Unit
9. IBEW, Local 483, Water Unit
10. IBEW, Local 483 Water Pollution Control Unit
11. United Transportation Union, Yardmasters Unit
12. Tacoma Police Management Association, Local 26, I.U.P.A.

The ordinance will also include a correction to the wage adjustment provided for the classification of Railway Roadmaster, effective January 1, 2017, and included in Ordinance 28391.

ISSUE:

An ordinance is necessary to provide for changes to rates of pay and compensation for represented and non-represented employees and changes in classification to reflect the organizational structure.

RECOMMENDATION:

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



FISCAL IMPACT:

Fiscal impact information is provided by the Office of Management and Budget.