



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 – January 6, 2015
DATE: December 18, 2014

SUMMARY:

An ordinance amending Chapter 1.12 of the Tacoma Municipal Code, Compensation Plan, to implement rates of pay and compensation for employees represented by the Professional and Technical Employees, Local 17; the Washington State Council of County and City Employees (WSCCCE), Local 120; and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers (IAM & AW), 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 wages and working conditions as negotiated in good faith for employees represented by the Professional and Technical Employees, Local 17; the WSCCCE, Local 120; and the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit.

BACKGROUND:

The ordinance will provide for the implementation of three Letters of Agreement (LOA) as negotiated between the City of Tacoma and the Professional and Technical Employees, Local 17; the WSCCCE, Local 120; and the District Lodge #160, on behalf of Local Lodge #297 of the IAM & AW, General Unit, on behalf of the employees represented by said unions.

The ordinance provides for the consolidation of the classifications of Building Inspector (CSC 2101) and Mechanical Inspector (CSC 2119) into a single classification titled Inspector (CSC2101); and the implementation of the accretion of the classification of Communications Service Technician (CSC 1225) into the WSCCCE, Local 120 bargaining unit. The ordinance will also provide for an application of rate for a WWTP Maintenance Machinist (CSC 5105) or WWTP Maintenance Machinist, Sr. (CSC 5106) of an additional 5% when working unscheduled overtime while on standby duty.

ISSUE:

Authorization is required to implement the Letters of Agreement as bargained with the Professional and Technical Employees, Local 17; the WSCCCE, Local 120; and the District Lodge #160, on behalf of Local Lodge #297 of the IAM & AW, General Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is provided for the WSCCCE, Local 120. There is minimal to no impact for the legislative changes for the Professional and Technical Employees, Local 17 or the IAM & AW Local 160, General Unit.