



TO: T.C. Broadnax, City Manager
FROM: Karen Short, Human Resources Senior Analyst
Joy St. Germain, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – September 20, 2016
DATE: September 6, 2016

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Chapter 1.12, related to the Compensation Plan, to implement changes in rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Court Clerks 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 other compensation for employees as negotiated in good faith with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit.

BACKGROUND:

The ordinance will provide for wage increases and other changes as provided in the collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit.

The Court Clerks agreement provides for a wage increase of 2.5 percent retroactive to January 1, 2016; an increase of 2.25 percent effective January 1, 2017, and an increase of 2 percent effective January 1, 2018.

It also provides for an application of rate of 2 percent for hours working in a courtroom as a Bailiff, and 2 percent for hours worked using certified bilingual skills. These applications of rate will be prospectively applied, following approval and execution of the agreement. Additionally, employees hired as Court Clerks prior to January 1, 2012, will have a one-time opportunity to convert from the PTO plan to vacation and sick leave plans.

The ordinance will also include corrections to inadvertent clerical errors contained in Ordinance 28373, for employees represented by Tacoma Police Union, Local 6, which was passed August 2, 2016.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated in the collective bargaining agreements on behalf of the employees represented by the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit, and Tacoma Police Union, Local 6.

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 Budget Office.