



TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Senior Compensation & Benefits Manager
Karen Short, Senior Human Resources Analyst
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – July 7, 2020
DATE: June 12, 2020

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 Washington State Council of County and City Employees, Local 120; and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization, and provide benefits and compensation for classifications represented by the Washington State Council of County and City Employees, Local 120; and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

BACKGROUND:

The ordinance provides for pay and compensation as provided in the collective bargaining agreements with the Washington State Council of County and City Employees, Local 120; and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The agreements have been scheduled for consideration by the Public Utility Board as resolutions on June 24, 2020, and the City Council as resolutions on July 7, 2020.

The Local 120 agreement is for one year, and provides for a general wage increase of 3 percent, retroactive to January 1, 2020; and provides bargaining unit employees assigned to the Tacoma Police Department, a one-time, lump sum payment of \$500 for 2020 in recognition of their assistance in the department’s CALEA accreditation and successful maintenance of the accreditation. It also creates a new classification of Buyer, Intern to the bargaining unit, which will be designated as classified, and eligible for overtime pay.

The Local 483 Clerical Unit agreement is for one year, and provides for a general wage increase of 3 percent, retroactive to January 1, 2020; and provides bargaining unit employees assigned to the Tacoma Police Department, a one-time, lump sum payment of \$500 for 2020 in recognition of their assistance in the department’s CALEA accreditation and successful maintenance of the accreditation.

ISSUE:

Authorization from the City Council by ordinance is required to implement compensation as negotiated on behalf of the Washington State Council of County and City Employees, Local 120; and the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.



RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is as provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.