



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 for classifications represented by Professional and Technical Employees, Local 17 – October 15, 2013
DATE: September 25, 2013

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation, and changes in classifications to reflect the organizational structure, for employees represented by the Professional and Technical Employees Union, Local 17.

BACKGROUND:

Resolution 38379, adopted November 29, 2011, authorized execution of the 2011 – 2014 collective bargaining agreement between the City of Tacoma and the Professional and Technical Employees, Local 17, on behalf of employees represented by said Union. The bargaining unit currently consists of approximately 258.9 budgeted, full-time equivalent (FTE) positions. A Letter of Agreement has been negotiated between the parties in lieu of the market increase for 2013, and has been scheduled for consideration by the Public Utility Board as a resolution on October 9, 2013, and by the City Council as a resolution on October 15, 2013. This ordinance will provide for wage increases, title changes for three classifications, the creation of one new classified title, lump-sum payments pursuant to the Letter of Agreement between the parties, and amending the sunset date for an application of rate provided to certain employees for holding specific ICC certifications from December 31, 2012, to December 31, 2014.

ISSUE:

Authorization is required to implement rates of pay and compensation as negotiated in a Letter of Agreement between the City of Tacoma and the Professional and Technical Employees, Local 17.

RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information for this legislation is provided as prepared by the Budget Office.