



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 and Compensation Ordinance – December 11, 2018
DATE: November 16, 2018

SUMMARY:

An ordinance amending the Tacoma Municipal Code, Chapter 1.12, Compensation Plan, to implement rates of pay for represented and non-represented employees, and changes in classifications 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 contained within collective bargaining agreements, and other related documents with the bargaining units listed below on behalf of the employees represented by said unions.

1. Tacoma Police Union, Local 6 I.U.P.A.
2. Tacoma Police Management Association, Local 26
3. Tacoma Fire Fighters Union, Local 31
4. United Transportation Union, Yardmasters Unit

The ordinance will provide for the implementation of the following collective bargaining agreements, scheduled for presentation to the City Council as resolutions on December 11, 2018.

1. Professional Public Safety Managers Association
2. Teamsters Local 117, Tacoma Venues & Events Unit
3. International Association of Machinists and Aerospace Workers, Rail Mechanics Unit
4. International Association of Machinists and Aerospace Workers, Rail Track Workers Unit

The ordinance will also address non-represented wages for 2019, in the following manner:

1. Effective January 1, 2019, eligible non-represented classifications will receive a market-based wage adjustment, up to a cap of 6 percent, based on an assessment of a number of factors (i.e. recruitment and retention; negotiated contract wage adjustments in comparison to represented employees; CPI, etc). as shown below:



Code	Non-rep Classification (new title)	Adjustment up to 6% cap
1131	Human Resources Analyst, Senior	5.0%
2344	Real Estate Officer, Senior	6.0%
0559	Retirement System Director, Assistant	5.0%
1122	Safety Officer	5.0%
5523	Telecommunications Technical Administrator	6.0%

2. Additionally, as proposed in the 2019-20 biennial budget ordinance, a wage increase of 3 percent, effective January 1, 2019, will be provided for all non-represented and non-represented executive classifications. This increase excludes the titles of City Manager and Utilities Director.
3. The ordinance will also add the classification of Senior Human Resources Manager to the Compensation Plan. Senior Human Resources Manager will be appointive, unclassified and exempt from overtime. The classification of Wildlife & Recreation Coordinator will be removed from the Compensation Plan as it is obsolete and no longer in use.

The ordinance may also provide for other changes in classifications to reflect the organizational structure.

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 Budget Officer. Department Directors will be responsible for adhering to their overall level of appropriation.