



TO: Elizabeth Pauli, Interim City Manager
FROM: Gary Buchanan, Interim Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – May 23, 2017
DATE: May 8, 2017

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay and compensation for 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 wages and other compensation, for represented and non-represented classifications, and changes to reflect the organizational structure.

BACKGROUND:

The ordinance provides for implementation of a Letter of Agreement between the City of Tacoma and the Tacoma Fire Fighters Union, Local 31, to provide an application of rate for the classification of Fire Medical Services Officer, with 25 or more years of service, in order to maintain parity with other classifications in the bargaining unit.

The ordinance will also remove language from the Compensation Plan regarding an application rate for the classification of Fabrication Welder that was recently deleted from the collective bargaining agreement negotiated with the District Lodge #282, on behalf of Local Lodge #160, of the International Association of Machinists and Aerospace Workers, General Unit.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation for represented and non-represented classifications.

RECOMMENDATION:

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

FISCAL IMPACT:

A fiscal impact memorandum is provided by the Budget Director. All expenditures are the responsibility for each department/division for their respective employees.