



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Director, Human Resources
Karen Short, Human Resources Senior Analyst
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – September 23, 2014
DATE: September 15, 2014

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 District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Maintenance Supervisors' 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 wage adjustments and other changes as negotiated in good faith for employees represented by the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Maintenance Supervisors' Unit.

BACKGROUND:

This ordinance will provide for the implementation of the collective bargaining agreement and Letter of Understanding negotiated between the City of Tacoma and the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Maintenance Supervisors' Unit on behalf of the employees represented by said Union. The agreement covers three budgeted, full-time equivalent (FTE) positions located within General Government, and is scheduled for consideration by the City Council as a resolution on September 23, 2014.

The ordinance will increase wages retroactively to January 1, 2013, by 3 percent, and retroactively to January 1, 2014, by 1.25 percent. Effective upon Council adoption, the ordinance will make a change in the method of making the employee contributions to the Western Metal Industry Pension Fund; and provide for a gross wage reduction for all deficit reduction payments, per the terms of a Letter of Understanding between the City and the Union.

ISSUE:

Authorization is needed to implement the collective bargaining agreement and Letter of Understanding as bargained the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Maintenance Supervisors' Unit.

RECOMMENDATION:

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

FISCAL IMPACT:

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