



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 – January 14, 2014
DATE: January 7, 2014

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to implement rates of pay for classifications represented by the Tacoma Police Union, Local 6, I.U.P.A.; Tacoma Police Management Association, Local 26; and the Professional Public Safety Managers Association.

BACKGROUND:

The collective bargaining agreement with the Tacoma Police Union, Local 6, I.U.P.A. was adopted by Resolution 38418, on January 24, 2012, and represents approximately 374 budgeted, full-time equivalent positions. The agreement provides language for a market-based wage increase in order to maintain ranking among the comparables for 2013 and 2014. The City and Tacoma Police Union, Local 6, have reached a settlement regarding wages for 2013 and 2014. Effective January 1, 2013, base wages for Local 6 classifications will be increased by 2.5 percent; and effective January 1, 2014, base wages will increase by 1.2 percent.

The 2012-2014 collective bargaining agreement with the Tacoma Police Management Association, Local 26, was adopted by Resolution 38532, on August 28, 2012, and represents approximately 19 budgeted, full-time equivalent positions. The agreement provides language for 2013 and 2014 wages to be determined by an indexing/parity process between the classifications they supervise in the Tacoma Police Union, Local 6 collective bargaining agreement. A wage increase of 2.5 percent effective January 1, 2013, and an increase of 1.2 percent effective January 1, 2014 is needed to maintain the indexing/parity differentials provided for in the collective bargaining agreement.

The 2012-2014 collective bargaining agreement with the Professional Public Safety Managers Association was adopted by Resolution 38388, on September 27, 2011, and represents approximately ten (10) budgeted, full-time equivalent positions. The agreement provides language for 2013 and 2014 wages to be determined by an indexing/parity process between the classifications they supervise in the Tacoma Police Management Association, Local 26 collective bargaining agreement and the Tacoma Firefighters Union, Local 31. A wage increase of 2.5 percent effective January 1, 2013, and an increase of 1.2 percent effective January 1, 2014 is needed to maintain the indexing /parity differentials provided for in the collective bargaining agreement.



ISSUE:

Authorization is required to implement rates of pay and compensation in the collective bargaining agreements on behalf of the employees represented by said unions.

RECOMMENDATION:

It is recommended that the City Council take the necessary approving action.

FISCAL IMPACT:

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