



TO: Elizabeth Pauli, City Manager

FROM: Gary Buchanan, Director, Human Resources
Kari Louie, Benefits Manager
Karen Short, Senior Human Resources Analyst

COPY: City Council and City Clerk

SUBJECT: Pay and Compensation Ordinance – December 5, 2017

DATE: November 16, 2017

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. Professional & Technical Employees, Local 17
2. Teamsters Local Union No. 117, General Unit
3. Teamsters Local Union No. 117, Tacoma Venues & Events Unit
4. International Brotherhood of Electrical Workers, Local 483, Customer & Field Services Unit
5. International Brotherhood of Electrical Workers, Local 483, Water Division Unit
6. United Transportation Union, Yardmasters Unit

The ordinance will also address non-represented wages for 2018, in the following manner:

1. Effective January 1, 2018, eligible non-represented and non-represented executive classifications will receive the balance of any 2017 determined market-based wage adjustments, up to a cap of 6 percent.
2. Additionally, effective January 1, 2018, a general wage increase of 3 percent will be provided for all non-represented and non-represented executive classifications 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).

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