



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 – March 17, 2015
DATE: March 16, 2015

SUMMARY:

An ordinance amending Chapter 1.12 of the Tacoma Municipal Code, Compensation Plan, to implement rates of pay and compensation for employees represented by the Tacoma Police Union, Local 6, IUPA, retroactive to January 1, 2015, and for the non-represented executive classification of City Manager, retroactive to February 13, 2015.

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 working conditions for non-represented classifications, and represented employees as negotiated in good faith with the Tacoma Police Union, Local 6, IUPA.

BACKGROUND:

The ordinance will provide for the implementation of a Letter of Agreement (LOA) as negotiated between the City of Tacoma and the Tacoma Police Union, Local 6, IUPA, on behalf of the employees represented by said union.

In 2011, the Tacoma Police Union, Local 6, agreed to a wage reduction of 1 percent for a VEBA program. Per the terms of the Memorandum of Agreement, each active LEOFF 2 bargaining unit member would therefore, receive 99 percent of the base wage rate. The ordinance provides for the restoration of the 1 percent wage reduction for the VEBA program retroactively to January 1, 2015.

The ordinance will also address the salary range for the classification of City Manager (CSC 0747), which was been identified as below the market, with compression issues, and will be given a wage adjustment up to a cap of 10 percent.

The City Manager classification was not included in Ordinance 28263, passed on December 9, 2014, which provided for market and compression based wage adjustments for non-represented classifications that were determined to be below the market, or determined to have compression issues. Ordinance 28263 addressed non-representative compensation in the following manner:

1. Non-represented classifications identified as below the market with no compression issues received a market-based wage adjustment, up to a cap of 6 percent.
2. Non-represented classifications identified as below the market with compression issues received a market-based adjustment, up to a cap of 10 percent.
3. Non-represented classifications identified as above the market did not receive an increase in 2015.

ISSUE:

Authorization is required to implement rates of pay and compensation for represented and non-represented employees.



RECOMMENDATION:

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

FISCAL IMPACT:

Fiscal impact information is as provided by the Management and Budget Office.