



**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 and Compensation Ordinance – September 30, 2014  
**DATE:** September 12, 2014

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**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 Teamsters Local 313 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 Teamsters Local 313 Unit.

**BACKGROUND:**

The ordinance will provide for the implementation of the proposed four-year collective bargaining agreement negotiated between the City of Tacoma and the Teamsters Local 313 Unit on behalf of the employees represented by said Union. The proposed agreement covers approximately 127 budgeted, full-time equivalent positions located within General Government, and is scheduled for consideration by the City Council as a resolution on September 30, 2014.

The ordinance provides for an increase to wages retroactively to January 1, 2014 of 2 percent. Effective January 1 2015, wages will increase by 2.2 percent, based on 100% of the Consumer Price Index (CPI-W), June index, with a minimum of 2 percent and a maximum of 4 percent. The index for this period has been published as 2.2 percent.

**ISSUE:**

Authorize is needed to implement the collective bargaining agreement as bargained with the Teamsters Local 313 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.