



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst
Gary Buchanan, Director, Human Resources
Kari L Louie, Senior Compensation & Benefits Manager
Bill Fosbre, City Attorney
COPY: City Council and City Clerk
SUBJECT: Pay and Compensation Ordinance – June 19, 2018
DATE: June 8, 2018

SUMMARY:

An ordinance to amend the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12, to amend language in Section 1.12.250 regarding Leave with Pay in order to comply with changes in state law; and to implement rates of pay and compensation for employees represented by the Tacoma Police Management Association, Local 26, and Professional Public Safety Management Association.

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 other compensation, for employees represented by the Tacoma Police Management Association, Local 26 and Professional Public Safety Management Association, and changes to the Compensation Plan that are needed to comply with state law.

BACKGROUND:

The ordinance provides for changes to Section 1.12.250, Leave with Pay, for employees eligible for Military Leave with pay, based on the passage of House Bill 2851, and effective June 7, 2018. The law provides clarification of the calculation of military leave for employees that work shifts that span more than one calendar day.

The ordinance will also provide for the implementation of the Collective Bargaining Agreement negotiated with the Tacoma Police Management Association, Local 26 and indexing provisions contained in the collective bargaining agreement with the Professional Public Safety Management Association. The collective bargaining agreement covers approximately 20 full-time, budgeted employees and is scheduled for consideration by the City Council on June 19, 2018

For Local 26, the ordinance will provide a wage increase retroactive to January 1, 2018, of 3.0 percent. It also provides for an increase in the amount of an employer match to an employee’s deferred compensation contribution from up to \$204.50 to up to \$217 per pay period; an increase of \$150 beginning in the month following adoption of the agreement to the employer contribution to an eligible employee’s Voluntary Employee Beneficiary Association (VEBA) account, and a one-time lump sum payment of \$1,500 to the VEBA account for each employee in the unit as of January 1, 2018; and an increase in the amount of an annual merit allowance of \$500 for eligible employees.

The indexing language in the collective bargaining agreement with the Professional Public Safety Management Association will provide for a wage increase for the classification of Assistant Police Chief of 3.0 percent, effective January 1, 2018.

ISSUE:

Authorization from the City Council by ordinance is required to implement rates of pay and compensation as negotiated on behalf of the employees of the respective Unions.

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 Budget Office.