



MEMO TO: FAC/Committee of the Whole

FROM: Cathryn Laird, Deputy Human Resources Director

DATE: September 25, 2018

SUBJECT: New "T" Pay Plan

I. PURPOSE ☐ For Info Only ☐ Potential Agenda Item ☒ Scheduled for Council Action

II. RECOMMENDATION

To approve the newly created "T" pay plan for the newly formed Teamsters Police Lieutenants union.

III. DEPARTMENT CONTACTS

Cathryn Laird, Deputy Human Resources Director, 425-556-2125
Mellody Matthes, Human Resources Director, 425-556-2122

IV. DESCRIPTION/BACKGROUND

The Police Lieutenants have formed a new union through the Teamsters, which was approved by PERC (Public Employment Relations Commission) on May 7, 2018.

All employees receive a pay plan designation and Police Lieutenants are currently in the non-represented pay plan. Due to their change in status, they must be removed from the non-represented pay plan to a pay plan designated for them. Human Resources has created a new pay plan called "T" and following Council's approval. Their salaries will remain the same and will only change following contract negotiations and Council approval.

A. Analysis (Please include process to-date and any service delivery or fiscal considerations.)

The City and Teamsters started the negotiation process in May 2018, and it is anticipated to continue into late 2018 or early 2019. This process takes longer than normal negotiations because no current collective bargaining agreement (CBA) exists and all aspects of the CBA have to be negotiated. Even though no actual CBA exists, these employees are still considered represented by Teamsters. By assigning the Police Lieutenants to the "T" pay plan now reflects the City's acknowledgment of their union status.

Council action does not impact service delivery and fiscal considerations.

V. TIME CONSTRAINTS

The approval of the “T” pay plan should occur prior to the ratification of the Police Lieutenants CBA. No specific date can be determined when the CBA will be ratified, but the City is actively negotiating with Teamsters.

VI. LIST OF ATTACHMENTS

None