



# TACOMA HOUSING AUTHORITY

## RESOLUTION 2012-8-22 (4)

**Date:** August 22, 2012  
**To:** THA Board of Commissioners  
**From:** Michael Mirra  
Executive Director  
**Re:** Compensation Adjustment for non-represented employees

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### Background

On August 16, THA's staff who constitute the bargaining unit represented by the Office & Professional Employees International Union, Local 23 (OPEIU) voted to ratify the new collective bargaining agreement (CBA) that representatives of the Council and THA had negotiated. THA's practice has been to give non-represented staff the equivalent benefit of the applicable wage and salary provisions of the OPEIU contract. This resolution will authorize the Executive Director to do that using the contract's new provision pertaining to new pay grades, pay increases, and salary adjustments.

### Recommendation

I recommend that the Board approve Resolution 2012-8-22 (4) authorizing me to implement the salary increases and adjustments for non-represented employees.



# TACOMA HOUSING AUTHORITY

## RESOLUTION 2012-08-22(4)

### Compensation adjustment for non-represented employees

**WHEREAS**, the Housing Authority of the City of Tacoma ("THA") has recently concluded collective bargaining negotiations with a bargaining unit of employees represented by Office and Professional Employees International Union, Local 23 ("OPEIU") for a new Collective Bargaining Agreement ("CBA") effective July 1, 2012.

**WHEREAS**, the OPEIU CBA has been ratified by the bargaining unit and has been approved by the THA Board of Commissioners.

**WHEREAS**, the OPEIU CBA provides bargaining unit employees a wage increase retroactive to the first pay period in July 2012 and provides additional lump sum payments as part of the overall wage settlement.

**WHEREAS**, THA has a policy and a practice of providing employees not represented by a labor organization wage increases equivalent to those negotiated in collective bargaining.

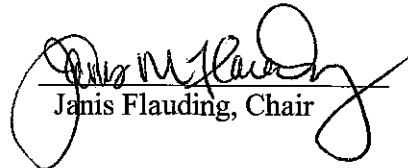
**WHEREAS**, pursuant to this policy and practice, it was understood and agreed that the compensation paid to non-represented employees beginning on July 1, 2012 was only a portion of the total compensation which would ultimately be provided, with the remaining compensation to be determined upon the conclusion of the THA/OPEIU collective bargaining process.

**WHEREAS**, the wage adjustments for non-represented employees as set forth in this resolution will provide the same economic benefit to non-represented employees as is provided to the employees represented by OPEIU pursuant to THA's policy and practice of equalizing wage adjustments.

**Resolved by the Board of Commissioners of the Housing Authority of the City of Tacoma, Washington that:**

The Board authorizes the Executive Director to implement a wage increase for all non-represented employees of three percent (3%) effective upon the first full pay period in July 2012. The Executive Director is also authorized to implement the compression adjustments for the change to the new pay grades. He is also authorized to implement a special short-term wage increase of an additional three percent (3%) above the standard three percent (3%) beginning with the first full pay period in July 2012 and continuing through the completion of the last pay period in December 2012, payable in January 2013. Such special short-term wage increase will end as of the start of the first full pay period in January 2013.

Approved: August 22, 2012

  
Janis Flauding, Chair