



## Memorandum

**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** February 24, 2016

On the agenda for City Council action on March 1, 2016, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

**Section 1:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Teamsters Local Union No. 117, General Unit. The agreement has been adopted by the Public Utility Board as a Resolution on February 24, 2016, and will be considered by the City Council as a Resolution on March 1, 2016. This section provides for a wage adjustment for the classification of Solid Waste Worker of 5 percent, and the elimination of a corresponding application of rate; and an increase for all other classifications effective retroactive to January 1, 2015 of 2 percent.

**Section 2:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Teamsters Local Union No. 117, General Unit. This section provides for a wage increase effective retroactive to January 1, 2016 of 1.1 percent.

**Section 3:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement as negotiated with the Teamsters Local Union No. 117, General Unit. This section provides for a wage adjustment effective July 1, 2016, of 1.5 percent for the classifications of Carpenter (CSC 5201) and Industrial Painter (CSC 5205); and a wage adjustment of 2 percent for the classifications of Crime Analyst (CSC 1101) and Crime Analyst, Senior (CSC 1102).

**Section 4:** Amends Section 1.12.355 to implement the provisions of a Letter of Understanding as negotiated with the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section provides for the addition of two new classified positions titled Hydro Project Electrician, Apprentice (CSC 5285) and Hydro Project Mechanic, Apprentice (CSC 5287) and provides wages and other working conditions effective April 1, 2016.

**Section 5:** Amends Section 1.12.640 to implement the collective bargaining agreement as negotiated with the Teamsters Local Union No. 117, General Unit. The section provides for the following:

1. The removal of the application of rate of 5 percent for a Solid Waste Worker for duties that have been incorporated into the base requirements for the classification;
2. Amending the application of rate for a Forensic Services employee assigned to provide training
3. A one-time lump sum payment to Forensic Services employees to acknowledge the Tacoma Police Department forensics accreditation.

**Section 6:** Provides for the effective dates of the sections above.

I would be happy to answer any questions you may have.