



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Benefits Manager
SUBJECT: Ordinance Disclosure
DATE: November 28, 2017

On the agenda for City Council action on December 5, 2017, 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 1.12.095 to amend language that employees hired into a part-time status may elect to enroll in medical, dental, and/or vision coverage, with the cost of the coverage elected prorated on the hours the employee is hired to work, based on current practice.

Section 2: Amends Section 1.12.355 to implement the 2018 wage provisions of the collective bargaining agreement between the City of Tacoma and the Professional and Technical Engineers, Local 17. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2018. The collective bargaining agreement was adopted by Resolution 39311, on November 10, 2015.

Section 3: Amends Section 1.12.355 to implement the 2018 wage provisions of the collective bargaining agreement between the City of Tacoma and the Teamsters Local Union No. 117, General Unit. This section will provide for a wage increase to the bargaining unit of 2.5 percent effective January 1, 2018. The collective bargaining agreement was adopted by Resolution 39394, on March 1, 2016.

Section 4: Amends Section 1.12.355 to implement provisions of the 2017-2018 collective bargaining agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, Tacoma Venues & Events (TVE) Unit. This section will provide for 2018 wage increases of 1 or 2 percent, based on classification, effective January 1, 2018. The collective bargaining agreement was adopted by Resolution 39602, on December 6, 2016.

Section 5: Amends Section 1.12.355 to implement the 2018 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2018. The collective bargaining agreement was adopted by Resolution 39334 on December 1, 2015.

Section 6: Amends Section 1.12.355 to implement the 2018 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Tacoma Water Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2018. The collective bargaining agreement was adopted by Resolution 39383, on February 9, 2016.

Section 7: Amends Section 1.12.355 to implement the 2018 wage provisions of the collective bargaining agreement between the City of Tacoma and the United Transportation Union, Yardmasters Unit. This section will provide for a wage increase of \$1.25 per hour, effective January 1, 2018. The collective bargaining agreement was adopted by Resolution 36584, on July 19, 2005.

Section 8: Amends Section 1.12.355 to provide the balance of the determined 2017 market-based wage adjustment for certain non-represented classifications identified as below the market or with compression issues in the following manner:

Code	Non-rep Classification (new title)	Remainder of Market based Adjustment up to 6%
0746	City Manager, Assistant	4.71%
0727	Customer Services Assistant Manager	6.00%
0616	Customer Services Manager	2.32%
0758	Environmental Services Director	3.22%
0820	Executive Assistant	5.63%
1123	Labor Relations Analyst	5.61%
0553	LEOFF 1 Specialist	2.57%
0815	Power Section Assistant Manager I	5.95%
0817	Power Section Assistant Manager II	5.95%
0816	Power Section Manager	5.95%
0740	Records Management Supervisor	6.00%
0560	Retirement System Director	4.94%
5526	Telecommunications Broadband Services Manager	5.93%
5500	Telecommunications Manager	5.72%
5515	Telecommunications Manager, Assistant	6.00%
0822	Utilities Director	6.00%
0825	Utilities Director, Deputy Power Superintendent	5.88%

In addition, as reflected in the 2017/2018 budget ordinance, all non-represented and non-represented executive classifications wages receive a wage increase effective January 1, 2018. The amount of the increase will be 3 percent. The ordinance will also create a new unclassified, appointive title of Compensation & Benefits Manager, Senior, which will be designated as non-represented and exempt from overtime.

Section 9: Amends Section 1.12.640 to delete language that is obsolete and no longer needed.

Section 10: Provides for the effective dates of the sections.

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