



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: March 16, 2015

On the agenda for City Council action on March 17, 2015, 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 the provisions of a Letter of Agreement negotiated with the Tacoma Police Union, Local 6, I.U.P.A. This section provides for a wage increase for the LEOFF 2 bargaining unit members of 1 percent effective retroactive to January 1, 2015.

In 2011, the Tacoma Police Union, Local 6, agreed to a wage reduction of 1 percent for a VEBA program. Per the terms of the Memorandum of Agreement, each active LEOFF 2 bargaining unit member received 99 percent of the base wage rate. The ordinance provides for the restoration of the 1 percent wage reduction for the VEBA program retroactively to January 1, 2015, per the terms of the Letter of Agreement.

Section 2: Amends Section 1.12.355 to implement a market-based wage adjustment for the classification of City Manager effective retroactive to February 13, 2015. The classification has been identified as below the market, with compression issues, and will be given a wage adjustment up to a cap of 10 percent. This classification was not previously included in Ordinance 28263, passed on December 9, 2014, which provided for market and compression based wage adjustment for classifications that were determined to be below the market, or determined to have compression issues. Ordinance 28263 addressed non-represented compensation in the following manner:

1. Non-represented classifications identified as below the market with no compression issues received a market-based wage adjustment, up to a cap of 6 percent.
2. Non-represented classifications identified as below the market with compression issues received a market-based adjustment, up to a cap of 10 percent.
3. Non-represented classifications identified as above the market did not receive an increase in 2015.

Section 3: Provides for the effective dates.

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