



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: March 23, 2015

On the agenda for City Council action on March 31, 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 1.12.115 to implement the provisions of the proposed collective bargaining agreement as negotiated with the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD). The bargaining unit was previously represented by the United Transportation Union, Switch Crew Unit. The agreement covers approximately 41 positions, and is scheduled for consideration by the Public Utility Board as a Resolution on March 25, 2015, and by the City Council as a Resolution on March 31, 2015. This section provides for an employer match to deferred compensation contributions up to 3 percent, for employees in the consolidated classification of Railway Conductor (CSC 7106).

Section 2: Amends Section 1.12.355 to implement the provisions of the proposed collective bargaining agreement as negotiated with the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD). This section provides for the consolidation of the classifications of Railway Switch Operator (CSC 7105) and Railway Switch Supervisor (CSC 7106) into a single classification of Railway Conductor (CSC 7106) and sets rate of pay at \$35.94, effective the first full pay period after City Council adoption.

The agreement also provides for two contact ratification incentive payments, each in the amount of \$2800 to be paid in the pay periods that include July 1 and December 1, 2015; a change to the annual reimbursement amount of \$200 for safety related footwear to an annual allowance of \$400; and provides that employees will begin contributing to health care premiums at the same rate as other City employees.

Section 3: Amends Section 1.12.355 to implement the provisions of the proposed collective bargaining agreement as negotiated with the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD). This section provides for the conversion of all special pays and allowances into a dollar amount to be added to the base rate of pay effective July 1, 2015, per the terms of the collective bargaining agreement.

Section 4: Amends Section 1.12.355 to implement the provisions of the proposed collective bargaining agreement as negotiated with the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD). This section provides for a wage increase of \$1.10 per hour effective July 1, 2016, per the terms of the collective bargaining agreement.

Section 5: Amends Section 1.12.640 to implement the provisions of the proposed collective bargaining agreement as negotiated with the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD). This section provides for the title change for special pays and allowances for eligible employees in the classification of Railway Conductor (CSC 7106).

Section 6: Amends Section 1.12.640 to implement the provisions of the proposed collective bargaining agreement as negotiated with the Sheet Metal, Air, Rail and Transportation Union, Transportation Division (SMART-TD). This section provides for the deletion of special pays and allowances rolled into the base rate of pay for the classification of Railway Conductor (CSC 7106).

Section 7: Provides for the effective dates.