



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: October 29, 2015

On the agenda for City Council action on November 10, 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 the 2015-2018 collective bargaining agreement between the City of Tacoma and the Professional and Technical Employees, Local 17. The agreement was adopted by the Public Utility Board as a Resolution on October 28, 2015, and is scheduled for consideration by the City Council as a resolution on November 10, 2015. The agreement covers approximately 267.5, budgeted, full time equivalent positions in both General Government and Tacoma Public Utilities departments. This section implements a wage increase of 1 percent, retroactive to January 1, 2015; provides for a 3.35 percent market adjustment for the classification of Collection Systems Technician, and reduces the pay scale from 21 steps to 5 steps; and aligns the top step of the pay scale for the classification of Sewer Transmission Systems Maintenance Supervisor with Solid Waste Route Supervisor.

Section 2: Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the Professional and Technical Employees, Local 17. This section provides for a wage increase of 1 percent, effective January 1, 2016, per the terms of the collective bargaining agreement.

Section 3: Amends Section 1.12.640 to implement the provisions of the 2015-2018 collective bargaining agreement between the City of Tacoma and the Professional and Technical Employees, Local 17. This section provides for the deletion of certification pay provided to employees in the classifications of Inspector, Senior Inspector and Code Inspector Supervisor, with a lump sum payment provided to those employees of \$500. It also provides all active employees in the bargaining unit upon ratification of the agreement in 2015 a one-time lump sum payment of \$500, and active employees in the bargaining unit on January 1, 2016, a lump sum payment of \$500; and a lump sum payment of \$100 to all Parking Enforcement Officer and Parking Enforcement Officer, Lead, employees instead of retroactivity for a change from a clothing reimbursement to a clothing allowance.

Section 4: Provides for the effective dates.

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