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**TO:** Elizabeth Pauli, Interim City Manager  
**FROM:** Gary Buchanan, Interim Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** March 16, 2017

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On the agenda for City Council action on March 28, 2017, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Tacoma Municipal Code, Section 1.12.970.

**Section 1:** Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The agreement was approved by the Tacoma Public Utility Board Resolution U-10913, at their meeting on March 8, 2017; and is scheduled for consideration by the City Council as a resolution on March 28, 2017. This section provides for a wage increase of 2.25 percent effective retroactive to January 1, 2017, and the removal of the title of Vehicle & Equipment Communications Technician from the compensation plan.

**Section 2-3:** Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. These sections provide for a wage increase of 2.5 percent effective January 1, 2018, and a 2.5 percent increase effective January 1, 2019, per the terms of the agreement.

**Section 4:** Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors' Unit. The agreement covers two budgeted, full-time positions, and is scheduled for City Council consideration a resolution on March 28, 2017. This section provides for a wage increase of 2.25 percent effective April 3, 2017.

**Section 5-6:** Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors' Unit. These sections provide for a wage increase of 2.25 percent effective January 1, 2018; and a 2.5 percent increase effective January 1, 2019, per the terms of the agreement.

**Section 7-8:** Amends Section 1.12.640 to implement provisions of the Collective Bargaining Agreements negotiated with the District Lodge #160, of the International Association of Machinists and Aerospace Workers, General Unit. The sections provide for the elimination of a 3 percent certification premium for future employees in the classification of WWTP Assistant; but current employees will receive the premium as long as they remain in the WWTP Assistant classification. They also provide that effective January 1, 2018, the classifications of Heavy

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Equipment Mechanic (CSC 5332), Fire and Marine Diesel Mechanic (CSC 5335) and Fire and Marine Shop Supervisor (CSC 5336) will be eligible for an additional 1 percent certification premium as outlined in the collective bargaining agreement. The premium for this additional certification increases to 2 percent effective January 1, 2019.

**Section 9:** Provides for the effective dates for the sections listed above.

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