



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
Karen Short, Senior Human Resources Analyst
SUBJECT: Ordinance Disclosure
DATE: February 1, 2022

On the agenda for City Council action on February 8, 2022, 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 1.12.210 to provide for the implementation of three Letters of Agreement as negotiated with the Brotherhood of Locomotive Engineers and Trainmen; and the International Association of Sheet Metal, Air, Rail, and Transportation Workers – Transportation Division (SMART-TD), Local 1977 – Yardmasters Unit, and Conductors Unit. The Letters of Agreement have been scheduled for consideration by the City Council as resolutions on February 8, 2022. This section amends the compensation plan to update the classifications covered by the section and adds June 19th “Juneteenth” as a paid holiday for Belt Line Railway employees beginning in calendar year 2022.

Section 2: Amends Section 1.12.248 to provide for the implementation of a Letter of Agreement as negotiated with the Tacoma Joint Labor Committee related to permissible cash-out of accrued PTO for represented employees. The Letter of Agreement has been scheduled for consideration by the City Council as a resolution on February 8, 2022. The language changes provide for processing differences among collective bargaining units.

The change addresses a potential constructive receipt issue in order protect the tax benefits of the PTO program, and eliminates the restrictions to the current program, including the 10 percent holdback to the Employee Benefit Trust Fund and the limitations of the plan dependent on leave usage, which will provide a greater value for employees.

Section 3: Provides for the effective dates of the sections above.

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