



## Memorandum

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

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On the agenda for City Council action on December 1, 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:** Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, General Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2016. It also deletes the classifications of Auto Body Repairer (CSC 5320), Auto Mechanic, Apprentice (CSC 5331), Equipment Mechanic (CSC 5333), and Service Writer (CSC 5339) as they are no longer in use. The collective bargaining agreement was adopted by Resolution 38982, on August 5, 2014.

**Section 2:** Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #282, WWTP Maintenance Supervisors Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2016. The collective bargaining agreement was adopted by Resolution 39012, on September 23, 2014.

**Section 3:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, Yard Clerk Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2016. The collective bargaining agreement was adopted by Resolution 38520, on August 28, 2012.

**Section 4:** Amends Section 1.12.355 to provide for 2016 provisions included in the agreement with the District Lodge #160, on behalf of Local Lodge #297, of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit. This section provides for the deferral of wages effective July 1, 2016, per the terms of the Western Metal Industry Pension Fund – Rehabilitation Plan and the collective bargaining agreement.

**Section 5:** Section 1.12.355 to implement the 2016 provisions of the collective bargaining agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, Rail Mechanics Unit. This section provides for a wage increase of 2 percent effective January 1, 2016. The collective bargaining agreement was adopted by Resolution 38633, on February 26, 2013.

**Section 6:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, Track Workers Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2016. The collective bargaining agreement was adopted by Resolution 38634, on February 26, 2013.

**Section 7:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the Brotherhood of Locomotive Engineers and Trainmen. This section provides for an increase to wages of \$1.10 per hour, effective July 1, 2016. The collective bargaining agreement was adopted by Resolution 38655 on April 13, 2013.

**Section 8:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the United Transportation Union, Yardmasters Unit. This section will provide for a wage increase of \$1.25 per hour, effective January 1, 2016. The collective bargaining agreement was adopted by Resolution 36584, on July 19, 2005.

**Section 9:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and Teamsters Local 313. This section will provide for a wage increase of 2 percent effective January 1, 2016. The collective bargaining agreement was adopted by Resolution 39018, on September 30, 2014.

**Section 10:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2016. The collective bargaining agreement was adopted by Resolution 39118, on February 17, 2015.

**Section 11:** Amends Section 1.12.355 to implement provisions of a Letter of Agreement (LOA) between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section will provide for a new classification titled Communications System Technician I, and will be represented by the IBEW, Local 483, Tacoma Power Unit. It also changes the title of Communications System Technician (CSC 4120) to Communications System Technician II, and Senior Communications System Technician (CSC 4121) to Communications System Technician III.

**Section 12:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Tacoma Power Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective April 1, 2016. The collective bargaining agreement was adopted by Resolution 38920, on June 3, 2014.

**Section 13:** Amends Section 1.12.355 to change and correct the effective date contained in Ordinance 28235, Section 5, passed December 9, 2014 from April 1, 2016 to January 1, 2016. The section also implements a Letter of Agreement between the parties and provides a 2 percent wage adjustment effective January 1, 2016, for the classification of Senior Buyer (CSC 0307), and reduces the wage scale to 4 steps. The collective bargaining agreement was adopted by Resolution 38968, on July 22, 2014.

**Section 14:** Amends Section 1.12.355 to implement the 2015 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. This section will provide for a wage increase to the bargaining unit of 1.25 percent retroactive to January 1, 2015. The collective bargaining agreement was adopted by the Public Utility Board as a Resolution on November 18, 2015, and is scheduled for consideration by the City Council as a Resolution on December 1, 2015.

**Section 15:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. This section will provide for a wage increase to the bargaining unit of 1.1 percent effective January 1, 2016. The collective bargaining agreement was adopted by the Public

Utility Board as a Resolution on November 18, 2015, and is scheduled for consideration by the City Council as a Resolution on December 1, 2015.

**Sections 16:** Amends Section 1.12.355 to also make changes in pay for non-represented and non-represented executive classifications identified as presented in Exhibit “A” as follows:

1. Pursuant to Ordinance 28263, passed December 9, 2014, effective January 1, 2016, some non-represented classifications that were identified as below the market with no compression issues, were increased by the balance of the 2015 determined market-based adjustment, up to a cap of 6 percent. The following additional adjustments will be made to the Ordinance as follows:

| Code  | Job Title                                 | Ord 28263<br>2016 Adjustment | Revised 2016<br>Adjustment |
|-------|---|------------------------------|----------------------------|
| 07580 | Environmental Services Director           | 0.00%                        | 6.00%                      |
| 20590 | Environmental Services Director, Assistan | 0.00%                        | 6.00%                      |
| 11840 | Management & Budget Specialist            | 1.97%                        | 0.00%                      |
| 52490 | Power Supervisor III                      | 0.00%                        | 2.00%                      |
| 25290 | Senior Center Van Driver                  | 0.00%                        | 16.35%                     |

2. Additionally, effective January 1, 2016, and as reflected in the 2015-2016 budget Ordinance 28270, the non-represented classifications of Human Resources Analyst (CSC 1115), Human Resources Assistant (CSC 1106), and Human Resources Specialist (CSC 1113) will increase by an amount equal to 100% of the Consumer Price Index for Urban Wage Earners and Clerical Workers, CPI-W, Seattle-Tacoma-Bremerton, measured from June 2014 to June 2015. All other non-represented classifications will receive an across the board wage increase of 2 percent effective January 1, 2016.

In addition to the market adjustments listed above, the ordinance will restore the classified title of Labor Relations Analyst (CSC 1123), which will be non-represented, exempt from overtime, with a top step set at \$38.51. It will also delete of the classification of Watershed Forrester (CSC 2154) as obsolete as it is no longer in use.

**Section 17:** Amends Section 1.12.640 to provide represented employees who were active on the date of ratification of the 2015-2018 collective bargaining agreement with the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit, a one-time lump sum payment of \$500; and employees of the Unit active on January 1, 2016, a one-time lump sum payment of \$750 in addition to the base wage increases. It also amends the applications of rate for employees in the classifications of Power Supervisor II and Power Supervisor III, when assigned to work in emergency situations outside normal work hours, provides for all non-automatic steps for the pay ranges; and deletes obsolete text in the section that is no longer needed.

**Section 18:** Provides for the effective dates.

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