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**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** September 12, 2016

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On the agenda for City Council action on September 20, 2016, 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 provisions of the 2016-2018 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The agreement covers approximately 27.7 full-time equivalent (FTE) positions for the Municipal Court. This section provides for a wage increase for the unit of 2.5 percent effective retroactive to January 1, 2016.

**Section 2:** Amends Section 1.12.355 to implement provisions of the 2016-2018 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The section provides for a wage increase of 2.25 percent effective January 1, of 2017.

**Section 3:** Amends Section 1.12.355 to implement provisions of the 2016-2018 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Court Clerks Unit. The section provides for a wage increase of 2 percent effective January 1, 2018.

**Section 4-5:** Amends Section 1.12.355 to provide a correction to the pay rates at Steps 5 and 6, for the classification of Police Officer, in Section 2 and Section 3 of Ordinance 28373, passed August 2, 2016, to match the rates provided in the collective bargaining agreement.

**Section 6:** Amends Section 1.12.640 to provide for an application of rate for a Court Clerk assigned to work in a courtroom as a Bailiff, of 2 percent above his or her regular rate of pay for hours worked while assigned; and an application of rate for a Court Clerk, certified in an approved language and acting as a foreign language interpreter, of 2 percent above his or her regular rate of pay for hours worked while assigned. These applications of rate shall apply to any paid leave time.

**Section 7:** Provides for the effective dates of the sections above.

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