



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Dylan Carlson, Senior Labor Relations Manager
SUBJECT: Ordinance Disclosure
DATE: March 12, 2020

On the agenda for City Council action on March 17, 2020, 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 a Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. The agreement covers approximately 52 full-time, budgeted positions, and is scheduled for consideration by the City Council as a Resolution on March 17, 2020. This section provides a wage increase of 3 percent, retroactive to January 1, 2020.

Section 2: Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. This section provides for a wage increase of 2.5 percent effective January 1, 2021.

Section 3: Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. This section provides for a wage increase of 2.25 percent effective January 1, 2022.

Section 4: Amends Section 1.12.640 to implement provisions of a Collective Bargaining Agreement reached with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. This section provides for an application of rate of 5 percent, for an employee working in the classification of WWTP Electrician/Instrumentation Technician when assigned as Lead; and an application of rate of 5 percent for employees in the bargaining unit for straight time hours worked on "B" Shift.

Section 5: Provides for the effective dates of the sections above.

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