



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: October 31, 2019

On the agenda for City Council action on November 12, 2019, 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 1.12.095 to implement provisions of the Collective Bargaining Agreement (CBA) with the Tacoma Joint Labor Committee. The CBA is scheduled for consideration by the City Council on November 5, 2019. This section provides language that employees hired into a part-time status, and who are scheduled to work for 30 hours or more per week, will make employee contributions for medical, dental and vision coverage equal to those of full-time employees.

Section 2: Amends Section 1.12.135 to implement provisions of the Collective Bargaining Agreement (CBA) with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer and Field Services Unit. This section deletes obsolete text regarding clothing items provided to field operations staff.

Section 3: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement (CBA) with the International Brotherhood of Electrical Workers (IBEW), Local 483, Customer & Field Services Unit. The agreement was approved by the Public Utility Board at their meeting on October 23, 2019, and is scheduled for consideration as a resolution by the City Council on November 12, 2019. The agreement covers approximately 157 full-time, budgeted positions located within General Government and Tacoma Public Utilities. This section provides for a wage increase of 3 percent, retroactive to January 1, 2019. It also creates a new classified title of Workforce Coordinator (CSC 0608) that will be represented by the collective bargaining agreement with IBEW, Local 483, Customer & Field Services Unit. Workforce Coordinator will be created as classified, non-exempt, and eligible for overtime pay.

Section 4: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement (CBA) with the IBEW, Local 483, Customer & Field Services Unit. This section provides for a wage increase of 3 percent, effective January 1, 2020.

Section 5: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement (CBA) with the IBEW, Local 483, Customer & Field Services Unit. This section provides for a wage increase of 2.5 percent, effective January 1, 2021.

Section 6: Amends Section 1.12.355 to implement provisions of the Letter of Agreement (CBA) with the Teamsters Local Union No. 117, Tacoma Venues & Events (TVE) Unit. This section will create a new classified tile of Tacoma Venues & Events HVAC Mechanic II (CSC 5053) that will be represented by the collective bargaining agreement with the Teamsters Local 117, TVE Unit. TVE HVAC Mechanic II will be created as classified, non-exempt and will be eligible for overtime pay.

Section 7: Amends Section 1.12.355 to implement provisions of the Letter of Agreement (CBA) with the Teamsters Local Union No. 117, Tacoma Venues & Events (TVE) Unit. This section will provide for a wage increase of 3 percent for the classification of TVE HVAC Mechanic II effective January 1, 2020, per the terms of the Letter of Agreement.

Section 8: Amends Section 1.12.640 to implement provisions of the Collective Bargaining Agreement (CBA) with the IBEW, Local 483, Customer & Field Services Unit. This section makes changes to applications of rate to include gender neutral language; and removes an application of rate for the classification of Customer Service Representative, Lead (CSC 0608), when assigned to Workforce Coordinator duties, that is no longer needed.

Section 9: Provides for the effective dates of the sections above.

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