



## Memorandum

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

On the agenda for City Council action on August 23, 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 2016-2019 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The agreement covers approximately 167.3 full-time equivalent positions within General Government and Tacoma Public Utilities. The agreement has been adopted by the Public Utility Board as a Resolution on August 10, 2016 and will be considered by the City Council as a Resolution on August 23, 2016. This section provides for a title change for the classification of Benefit Specialist (Retirement), (CSC 0547) to Retirement Specialist, and a wage increase for the unit of 1.1 percent retroactive to January 1, 2016.

**Section 2-4:** Amends Section 1.12.355 to implement provisions of the 2016-2019 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. These sections provide for a wage increase of 2 percent effective January 1, of 2017, 2018, and 2019.

**Section 5:** Amends Section 1.12.355 to provide for the implementation of a Letter of Agreement negotiated with the Professional and Technical Employees, Local 17. This section provides for the removal of three classifications from the compensation plan: Chief of Party, PLS (CSC 2401); Assistant Chief Surveyor, PLS (CSC 2403); and Senior Vehicle & Equipment Shop Supervisor (CSC 5345).

**Section 6:** Amends Section 1.12.355 to provide for the implementation of a Letter of Agreement negotiated with the Washington State Council of County and City Employees, Local 120. It changes the title of the classification of Information Technology Programming Intern (CSC 4608) to Information Technology Analyst Intern, and adds three new intern classifications to be titled Information Technology Computer Support Technician Intern (CSC 4609), Information Technology Helpdesk Intern (CSC 4610) and Information Technology Business Analyst Intern (CSC 4611).

**Section 7:** Amends Section 1.12.355 to correct an inadvertent clerical contained in Ordinance 28369, passed July 19, 2016. It corrects the effective date of the section from effective as provided by law to effective December 1, 2016.

**Section 8:** Amends Section 1.12.355 to provide for the creation of two new unclassified positions for the Information Technology Department. The classifications will be titled Information Technology Project Manager, and Information Technology Project Manager, Senior.

**Section 9:** Amends Section 1.12.640 to implement provisions of the 2016-2019 collective bargaining agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. It provides for a lump sum payment of \$900 for members of the bargaining unit active at the time of ratification of the agreement. It also provides for a lump sum payment of \$500 for an employee who remains redlined, after the annual wage increase has been applied.

**Section 10:** Provides for the effective dates of the sections above.

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