



## Memorandum

**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** July 28, 2014

---

On the agenda for City Council action on August 5, 2014, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of that ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

**Section 1:** Amends Section 1.12.355 to implement provisions of the proposed 2012 – 2016 collective bargaining agreement (CBA) negotiated between the City and District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. The agreement has been approved by Public Utility Board Resolution U-10710 on July 23, 2014 and is scheduled for consideration by the City Council as a Resolution on August 5, 2014. This section provides for a wage increase retroactive to January 1, 2012, of 1 percent. It also provides for a title change for the classification of Resource Recovery Mechanic (CSC 5338) to Solid Waste Mechanic.

**Section 2:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement (CBA) between the City and District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. This section provides for a wage increase retroactive to January 1, 2013, of 1.5 percent.

**Section 3:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement (CBA) between the City and District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. This section provides for a wage increase retroactive to January 1, 2014, of 2 percent.

**Section 4:** Amends Section 1.12.355 to implement provisions of the proposed 2014 – 2016 collective bargaining agreement (CBA) negotiated between the City and Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit. The agreement is scheduled for consideration by the City Council as a Resolution on August 5, 2014. This section provides for a wage increase effective upon ratification of 1 percent.

**Section 5:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement (CBA) between the City and Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit. This section provides for a wage increase effective July 1, 2015 of 1.5 percent.

**Section 6:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement (CBA) between the City and Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit. This section provides for a wage increase effective July 1, 2016 of 1.5 percent.

**Section 7:** Amends Section 1.12.640 to implement provisions of the collective bargaining agreement (CBA) between the City and District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, General Unit. This section provides for the deletion of obsolete text in the section, and provides for an application of rate of 5 percent above their base rate of pay, for employees assigned to the Wastewater Treatment Plant when welding in any confined space.

**Section 8:** Amends Section 1.12.640 to implement provisions of the collective bargaining agreement (CBA) between the City and Teamsters Local Union No. 117, Public Assembly Facilities (PAF) Unit. This section modifies the application of rate for a PAF Maintenance Worker II (CSC 6015), when assigned to perform the work of a rigger, welder or carpenter, to receive Step 6 for all hours where the specialty work is performed.

**Section 9:** Provides for the effective dates.

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