



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: October 1, 2015

On the agenda for City Council action on October 6, 2015, 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 the 2015 wage provisions of the collective bargaining agreement between the City of Tacoma and the Tacoma Firefighters Union, Local 31. The agreement is scheduled for consideration by the City Council as a resolution on October 6, 2015, and covers approximately 351, budgeted, full time equivalent positions. This section will implement a market-based wage adjustment of 4.3 percent, effective January 1, 2015, and maintains the cost distribution amount of one percent (-1.0%) for the VEBA program per the terms of the collective bargaining agreement and Memorandum of Agreement.

Section 2: Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement between the City of Tacoma and the Tacoma Firefighters Union, Local 31. This section provides for a wage increase equal to 100 percent of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), Seattle-Tacoma Area, June index, effective January 1, 2016, and maintains a cost distribution amount of one percent (-1.0%) for the VEBA program per the terms of the collective bargaining agreement and Memorandum of Agreement.

Section 3: Amends Section 1.12.355 to implement the provisions of a Letter of Agreement negotiated with the Tacoma Police Management Association, Local 26, I.U.P.A. This section provides for a wage increase for the LEOFF 2 bargaining unit members of 1 percent effective retroactive to January 1, 2015.

In 2012, the Tacoma Police Management Association, Local 26, agreed to a wage reduction of 1 percent for a VEBA program. Per the terms of the Memorandum of Agreement, each active LEOFF 2 bargaining unit member received 99 percent of the base wage rate. The ordinance provides for the restoration of the 1 percent wage reduction for the VEBA program retroactively to January 1, 2015, per the terms of the Letter of Agreement.

Section 4: Amends Section 1.12.230 to implement the provisions of the collective bargaining agreement between the City of Tacoma and the Tacoma Firefighters Union, Local 31. This section provides for a change in the definition of family members as it pertains to the use of bereavement leave; and may provide for employees who retire from City service, a payment based on unused sick leave accruals to be sent to the Washington State Council of Firefighters, Employee Benefit Trust in lieu of a cash payment.

Section 5: Amends Section 1.12.640 to implement provisions of the 2015-2018 collective bargaining agreement with the Tacoma Firefighters Union, Local 31. This section makes housekeeping language changes, and provides for a flat rate, one-time lump sum payment to active employees, based on unused VEBA funds, in the first full pay period following Council approval of the 2015-2018 collective bargaining agreement and Letter of Agreement.

Section 6: Provides for the effective dates.

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