



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: February 1, 2016

On the agenda for City Council action on February 9, 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 wage provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. The agreement has been adopted by the Public Utility Board as a Resolution on January 27, 2016, and will be considered by the City Council as a Resolution on February 9, 2016. This section provides for a wage increase effective retroactive to January 1, 2016 of 1.1 percent.

Section 2: Amends Section 1.12.355 to implement wage provisions of the collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit. The agreement has been adopted by the Public Utility Board as a Resolution on January 27, 2016, and will be considered by the City Council as a Resolution on February 9, 2016. This section provides for a wage increase effective retroactive to January 1, 2016 of 1.1 percent.

Section 3: Amends Section 1.12.355 to implement the 2015-2018 collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Unit. The agreement has been adopted by the Public Utility Board as a Resolution on January 27, 2016, and will be considered by the City Council as a Resolution on February 9, 2016. This section provides for a wage increase effective retroactive to January 1, 2015 of 2.2 percent, and includes a wage adjustment of 5 percent for the classification of Water Treatment Plant Operator, CSC 5112; and will require the employees to maintain a Level 3 certification issued by the State of Washington, Department of Health, Water Works Operator Certification per Chapter 246-292 WAC.

The section also makes a change in the title of Assistant Water Pumps and Storage Supervisor, CSC 5070, to Water Pumps and Storage Supervisor; and provides a wage adjustment of 0.7 percent for Water Pumps and Storage Supervisor and 6 percent for Water Treatment Plant Supervisor, CSC 5110, to create parity for each of these titles with Water Service Supervisor, CSC 5065.

Section 4: Amends Section 1.12.355 to implement the 2015-2018 collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Unit. This section provides for a wage increase effective retroactive to January 1, 2016 of 1.1 percent.

Section 5: Amends Section 1.12.640 to implement the collective bargaining agreements as negotiated with the International Brotherhood of Electrical Workers, Local 483, Click!, Supervisors' and Water Units. The section provides for the following:

1. An increase to the application of rate from 115 percent to 118 percent of the Water Service Worker rate for a Water Division employee designated as "Safety Coordinator".
2. Removes language regarding the certification pay for employees who maintain a Level 3 certification issued by the State of Washington, Department of Health, Water Works Operator

Certification per Chapter 246-292 WAC. The certification requirement and additional pay has been rolled into the base compensation for Water Treatment Plant Operator.

3. Provides for a one-time, lump sum payment of \$500 for employees within the bargaining unit who remain redlined after the January 1, 2016 wage increase is applied; and a one-time, lump sum payment of \$1,000 for an active employee represented by the IBEW Local 483 Click! Agreement as of January 1, 2016.
4. Provides for a one-time, lump sum payment of \$1,000 for an active employee represented by the IBEW Local 483 Supervisors' Agreement as of January 1, 2016.
5. Provides for a one-time, lump sum payment of \$1,000, for a nonrepresented, active employee who works for Click! Network, upon adoption of the ordinance.

Section 6: Provides for the effective dates of the sections above.

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