



Memorandum

**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** July 15, 2014

On the agenda for City Council action on July 22, 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 collective bargaining agreement (CBA) and Letter of Agreement (LOA) negotiated between the City and the Washington State Council of County and City Employees (WSCCCE) Local 120. The agreements were approved by Public Utility Board Resolution U-10704 on July 9, 2014 and are scheduled for consideration by the City Council as a Resolution on July 22, 2014. This section adds a new classified title of Graphic Arts Specialist, Lead (CSC 0222), effective retroactively to January 1, 2013, and represented by WSCCCE Local 120.

**Section 2:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement and Letter of Agreement between the City of Tacoma and the WSCCCE Local 120. This section provides wage adjustments retroactive to May 1, 2013, ranging between 2 percent and 5.94 percent as noted below, based on a review of market comparables and other considerations. It also includes a title change for the classification of Senior Computer Operator (CSC 0118) to Information Technology Helpdesk Specialist.

Code	Title	Percent Increase
5525	Broadband Services Technician	2.0%
5524	Broadband Services Technician, Lead	2.0%
0141	Business Analyst I	5.0%
0142	Business Analyst II	5.0%
0143	Business Analyst III	5.0%
0304	Buyer	5.94%
0307	Buyer, Senior	5.91%
0118	<del>Computer Operator, Senior</del> <a href="#">Information Technology Helpdesk Specialist</a>	2.0%
0124	Computer Support Technician	2.0%
5538	Converter Inventory Technician	2.0%
0334	Fleet Services Parts Technician	4.58%
0220	Graphic Arts Specialist	2.0%
0222	Graphic Arts Specialist, Lead	2.0%
4608	Information Technology Programming Intern	2.0%

Code	Title	Percent Increase
0150	Information Technology Analyst	2.0%
0153	Information Technology Analyst, Principal Technical	2.0%
0151	Information Technology Analyst, Senior	2.0%
0152	Information Technology Analyst, Senior Technical	2.0%
0203	Reprographic Equipment Operator	2.0%
0299	Vehicle Parts Assistant	5.62%
0301	Warehouse Technician	5.62%
0302	Warehouse Technician, Senior	4.58%

**Section 3:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement and Letter of Agreement between the City of Tacoma and the WSCCCE Local 120. This section provides a wage increase retroactive to January 1, 2014, of 1.2 percent.

**Section 4:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement and Letter of Agreement between the City of Tacoma and the WSCCCE Local 120. This section provides a wage increase effective January 1, 2015, of 1.5 percent.

**Section 5:** Amends Section 1.12.355 to implement provisions of the collective bargaining agreement and Letter of Agreement between the City of Tacoma and the WSCCCE Local 120. This section provides a wage increase effective January 1, 2016, of 2 percent.

**Section 6:** Amends Section 1.12.640 to implement provisions of the collective bargaining agreement and Letter of Agreement between the City of Tacoma and the WSCCCE Local 120. This section provides for amending the language providing shift differential for employees assigned to work swing or graveyard shifts; and the deletion of obsolete text.

**Section 7:** Provides for the effective dates.

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