



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: July 19, 2016

On the agenda for City Council action on July 26, 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 2015-2016 collective bargaining agreement as negotiated with the Tacoma Police Union, Local 6, I.U.P.A. The agreement will be considered by the City Council as a resolution on July 26, 2016. The agreement covers approximately 316 full-time equivalent positions. This section provides for a wage increase of 2.2 percent, effective retroactive to January 1, 2015.

Section 2: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Tacoma Police Union, Local 6, I.U.P.A. This section provides for a wage increase of 1.1 percent, retroactive to January 1, 2016.

Section 3: Amends Section 1.12.355 to implement provisions of the collective bargaining agreement with the Tacoma Police Union, Local 6, I.U.P.A. Per the terms of the collective bargaining agreement, and effective September 1, 2016, employees forego three-quarters of one percent (0.75%) of salary in exchange for a Voluntary Employee Beneficiary Association (VEBA) benefit. Eligibility and parameters of the program are outlined in the collective bargaining agreement.

Section 4: Amends Section 1.12.640 to add clarifying language that the application of rate for bargaining unit employees covered by the LEOFF II retirement system is in lieu of the City providing long-term disability insurance.

Section 5: Provides for the effective dates of the sections above.

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