



## Memorandum

**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** January 8, 2014

On the agenda for City Council action on January 14, 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 2013 wage provisions of the collective bargaining agreement between the City of Tacoma and Tacoma Police Union, Local 6, I.U.P.A., The agreement was adopted by Resolution 38418, on January 24, 2012 and represents approximately 374 budgeted positions. This section will implement a settlement between the parties of a 2.5 percent wage increase, retroactive to January 1, 2013, less 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 2014 wage provisions of the collective bargaining agreement between the City of Tacoma and Tacoma Police Union, Local 6, I.U.P.A., This section will implement a settlement between the parties of a 1.2 percent wage increase retroactive to January 1, 2014, less 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 3:** Amends Section 1.12.355 to implement 2013 wage provisions of the collective bargaining agreement between the City of Tacoma and the Tacoma Police Management Association, Local 26. The agreement was adopted by Resolution 38532, on August 28, 2012, and covers approximately 19 budgeted positions. The agreement provides for wages to be determined by an indexing/parity process between them and classifications they supervise in Tacoma Police Union, Local 6. This section will provide for a wage increase of 2.5 percent effective January 1, 2013 to maintain the differentials provided for in the collective bargaining agreement, less 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 4:** Amends Section 1.12.355 to implement the 2014 wage provisions of the collective bargaining agreement between the City of Tacoma and the Tacoma Police Management Association, Local 26. This section will provide for a wage increase of 1.2 percent effective January 1, 2014, to maintain the indexing/parity differentials provided for in the collective bargaining agreement, less 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 5:** Amends Section 1.12.355 to implement 2013 wage provisions of the collective bargaining agreement between the City of Tacoma and the Public Safety Managers Association. The agreement was adopted by Resolution 38388, on September 27, 2011, and covers approximately 10 budgeted positions. The agreement provides for wages to be determined by an indexing/parity process between them and classifications they supervise in Tacoma Police Management Association, Local 26. This section will provide for a wage increase of 2.5 percent effective January 1, 2013, to maintain the differentials provided for in the collective bargaining agreement, less the cost distribution amount of one-half percent (-0.5%) for the VEBA program per the terms of the collective bargaining agreement and Memorandum of Agreement.

**Section 6:** Amends Section 1.12.355 to implement 2013 wage provisions of the collective bargaining agreement between the City of Tacoma and the Public Safety Managers Association. This section will provide effective June 1, 2013, for the cost distribution amount of one and one-half percent (-1.5%), for the VEBA program per the terms of the collective bargaining agreement and Memorandum of Agreement.

**Section 7:** Amends Section 1.12.355 to implement 2014 wage provisions of the collective bargaining agreement between the City of Tacoma and the Public Safety Managers Association. This section will provide for a wage increase of 1.2 percent effective January 1, 2014, to maintain the differentials provided for in the collective bargaining agreement, less the cost distribution amount of one and one-half percent (-1.5%), for the VEBA program per the terms of the collective bargaining agreement and Memorandum of Agreement.

**Section 8:** Provides for the effective dates for the sections above.

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