



## Memorandum

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**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** November 28, 2016

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On the agenda for City Council action on December 6, 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 1.12.229 of the Tacoma Municipal Code to implement provisions of the 2015-2017 collective bargaining agreement with the Tacoma Police Management Association, Local 26, I.U.P.A. The agreement covers approximately eighteen (18) budgeted, full-time equivalent positions. The agreement is scheduled for consideration by the City Council as a resolution on December 6, 2016. This section provides for an increase of \$50.00 per month to the employer contribution into an individual VEBA account on behalf of each employee in the bargaining unit.

**Section 2:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the Professional and Technical Engineers, Local 17. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 39311, on November 10, 2015.

**Section 3:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the Tacoma Fire Fighters Union, Local 31. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 39283, on October 6, 2015.

**Section 4:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the Teamsters Local Union No. 117, General Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 39394, on March 1, 2016.

**Section 5:** Amends Section 1.12.355 to implement provisions of the 2017-2018 collective bargaining agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, PAF Unit. The bargaining unit includes approximately 24 budgeted, full-time equivalent positions, and is scheduled for consideration by the City Council as a resolution on December 6, 2016. This section will provide for 2017 wage increases of 1 or 2 percent, based on classification, effective January 1, 2017.

**Section 6:** Section 1.12.355 to implement the 2017 provisions of the collective bargaining agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, Rail Mechanics Unit. This section provides for a wage increase of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 38633, on February 26, 2013.

**Section 7:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #297, Track Workers Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 38634, on February 26, 2013.

**Section 8:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and Teamsters Local 313. This section will provide for a wage increase of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 39018, on September 30, 2014.

**Section 9:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Customer and Field Services Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 39334 on December 1, 2015.

**Section 10:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Tacoma Water Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 39383, on February 9, 2016.

**Section 11:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. This section will provide for a wage increase to the bargaining unit of 2 percent effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 39118, on February 17, 2015.

**Section 12:** Amends Section 1.12.355 to implement the 2017 wage provisions of the collective bargaining agreement between the City of Tacoma and the United Transportation Union, Yardmasters Unit. This section will provide for a wage increase of \$1.25 per hour, effective January 1, 2017. The collective bargaining agreement was adopted by Resolution 36584, on July 19, 2005.

**Section 13:** Amends Section 1.12.355 to correct a wage adjustment contained in Ordinance 28391, passed November 22, 2016. This section increases the adjustment up to 2 percent for the classification of Railway Roadmaster, effective January 1, 2017.

**Section 14:** Amends Section 1.12.355 to implement provisions of the 2015-2017 collective bargaining agreement with the Tacoma Police Management Association, Local 26, I.U.P.A. The agreement is scheduled for consideration by the City Council as a resolution on December 6, 2016. This section provides for a wage increase of 2.2 percent, effective retroactively to January 1, 2015.

**Section 15:** Amends Section 1.12.355 to implement the 2016 wage provisions of the collective bargaining agreement with the Tacoma Police Management Association, Local 26, I.U.P.A. This section provides for a wage increase of 1.1 percent, effective retroactively to January 1, 2016.

**Section 16:** Amends Section 1.12.355 of the Tacoma Municipal Code to implement provisions of the 2015-2017 collective bargaining agreement with the Tacoma Police Management Association, Local 26, I.U.P.A. This section provides for a wage increase of 2 percent, effective January 1, 2017.

**Section 17:** Amends Section 1.12.640 to allow the implementation of the provisions of the 2015-2017 collective bargaining agreement with the Tacoma Police Management Association, Local 26, I.U.P.A. The section provides for language for a mentoring pay application of rate of 2 percent for employees with 25 years of service; increases the amount of the annual merit allowance from \$3,500 to \$3,750 for eligible employees; and provides for one-time lump sum payment language for these two provisions in lieu of retroactivity.

**Section 18:** Provides for the effective dates of the sections.

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