



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Jude Kelley, Labor Negotiator
SUBJECT: Ordinance Disclosure
DATE: February 27, 2018

On the agenda for City Council action on February 27, 2018, 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 provide for the implementation of the 2017-2019 Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. The agreement has been scheduled for consideration by the City Council as a Resolution on February 27, 2018. This section provides for moving the classifications to a five step pay system, with a wage increase retroactive to April 1, 2017, of 2 percent for the classifications of Human Resources Specialist and Human Resources Analyst; and an increase of 5 percent for the classification of Human Resources Assistant. In addition, effective April 1, 2017, all eligible employees will receive longevity pay pursuant to the terms of the collective bargaining agreement.

Section 2: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. This section provides for a wage increase retroactive to January 1, 2018, of 2.5 percent for the classifications of Human Resources Specialist and Human Resources Analyst; and an increase of 4 percent for the classification of Human Resources Assistant.

Section 3: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit. This section provides for a wage increase effective January 1, 2019, of 2.75 percent.

Section 4: Amends Section 1.12.355 to provide for the implementation of the 2017-2019 Collective Bargaining Agreement between the City and Washington State Council of County and City Employees, Local 120. The agreement was approved by the Public Utility Board as a Resolution at their meeting on February 14, 2018; and has been scheduled for City Council consideration as a Resolution on February 27, 2018. This section provides for a wage increase retroactive to January 1, 2017, of 2 percent.

Section 5: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement between the City and Washington State Council of County and City Employees, Local 120. This section provides for a wage increase retroactive to January 1, 2018, of between 2.5 and 3.75 percent, depending on classification.

Section 6: Amends Section 1.12.355 to provide for the implementation of the Collective Bargaining Agreement between the City and Washington State Council of County and City Employees, Local 120. This section provides for a wage increase effective January 1, 2019, of 2.5 percent.

Section 7: Amends Section 1.12.640 to provide for the implementation of the Collective Bargaining Agreement between the City and Washington State Council of County and City Employees, Local 120. This section provides that employees in the bargaining unit and active as of December 21, 2017, will be eligible to receive a one-time lump sum payment of \$250.00.

Section 8: Provides for the effective dates of the sections outlined above.

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