



## Memorandum

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**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** February 9, 2015

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On the agenda for City Council action on February 17, 2015, 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 1.12.200 and 1.12.220 to provide for changes that are needed as part of the implementation of the collective bargaining agreement between the City of Tacoma and the Tacoma Joint Labor Committee regarding the use of vacation leave and holiday pay, as well as housekeeping changes to section 1.12.640. The agreement with the Tacoma Joint Labor Committee was adopted by Resolution 39050, on November 18, 2014.

Vacation leave with pay was changed to allow employees to use vacation accruals in one-tenth (1/10<sup>th</sup>) of an hour increments. Holiday language with pay was amended to provide that an employee must be in a paid status for the entire shift on the day before and the entire shift on the day after the holiday, and changes in the 1.12.640 section are language clean up only.

**Section 2:** Amends Section 1.12.355 to implement the 2015-2017 collective bargaining agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Water Pollution Control Unit. The agreement will be considered by the City Council as a Resolution on February 17, 2015. This section provides for a wage increase effective retroactive to January 1, 2015 of 2.2 percent.

**Section 3:** Provides for the effective dates of the sections above.

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