



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: September 22, 2016

On the agenda for City Council action on October 4, 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 1.12.115 to implement provisions of the 2015-2018 collective bargaining agreement (CBA) negotiated with the Professional Public Safety Management Association. The agreement covers approximately 8 full-time equivalent (FTE) positions. In recognition of This section modifies the language in the section on deferred compensation to provide for a change from a match to a contribution for employees in the classifications of Deputy and Assistant Fire and Police Chiefs of \$217 per pay period.

Section 2: Amends Section 1.12.355 to implement provisions of the CBA negotiated with the Professional Public Safety Management Association. This section provides for a wage increase for the bargaining unit of 2.6 percent per the market-based indexing/parity provisions of the CBA effective retroactive to January 1, 2015. Wages in the ordinance include a 1.5 percent reduction of salary forgone for the Voluntary Employee Beneficiary Association (VEBA) per the terms of the agreement.

Section 3: Amends Section 1.12.355 to implement provisions of the CBA negotiated with the Professional Public Safety Management Association. This section provides for a wage increase for the bargaining unit of 1.1 percent per the market-based indexing/parity provisions of the CBA effective retroactive to January 1, 2016. Wages in the ordinance include a 1.5 percent reduction of salary forgone for the Voluntary Employee Beneficiary Association (VEBA) per the terms of the agreement.

Section 4: Amends Section 1.12.355 to implement provisions of the CBA negotiated with the Professional Public Safety Management Association. This section provides for a wage increase for the bargaining unit of 2.0 percent per the market-based indexing/parity provisions of the CBA effective January 1, 2017. Wages in the ordinance include a 1.0 percent reduction of salary forgone for the Voluntary Employee Beneficiary Association (VEBA) per the terms of the agreement.

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

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