



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: December 30, 2014

On the agenda for City Council action on January 6, 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 1.12.355 to implement the Letter of Agreement (LOA) as negotiated with the Professional and Technical Employees, Local 17. The LOA provides for a consolidation of the classifications of Building Inspector (CSC 2101) and Mechanical Inspector (CSC 2119) into a single classification titled Inspector (CSC 2101). Employees in the consolidated classification will maintain their current job seniority in the consolidated classification, and will provide cost and scheduling efficiencies to citizens when scheduling inspections.

Section 2 and 3: Amends Section 1.12.355 to implement the Letter of Agreement (LOA) as negotiated with the Washington State Council of County and City Employees, AFSCME, Local 120. The LOA provides for the accretion of the classification of Communications Service Technician (CSC 1225) into the bargaining unit. It provides for a 1.2 percent wage increase effective September 4, 2014; a reduction in the pay scale from 21 steps to 6 steps; and provides eligible employees with longevity pay. Effective January 1, 2015, wages will be increased by 1.5 percent, consistent with the terms of the collective bargaining agreement adopted by Resolution 38968, on July 22, 2014.

Section 4: Amends Section 1.12.355 to implement the Letter of Agreement (LOA) as negotiated between the City of Tacoma and the International Association of Machinists and Aerospace Workers, District Lodge #160, on behalf of Local Lodge #282, General Unit. The LOA provides for an application of rate of 5 percent for a WWTP Maintenance Machinist (CSC 5105) or WWTP Maintenance Machinist, Senior (CSC5106) when working unscheduled overtime while on standby duty. The application of rate will apply only to the Primary Machinist.

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

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