



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Kari Louie, Senior Compensation & Benefits Manager
Dylan Carlson, Senior Labor Relations Manager
SUBJECT: Ordinance Disclosure
DATE: April 1, 2019

On the agenda for City Council action on April 9, 2019, 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 2019 Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. The agreement was approved by the Public Utility Board by resolution on March 27, 2019, and is scheduled for consideration by the City Council as a Resolution on April 9, 2019. The agreement covers approximately 35 full-time, budgeted positions. This section provides for an increase to wages of 3 percent retroactive to January 1, 2019.

Section 2: Amends Section 1.12.640 to provide for the implementation of the collective bargaining agreement and related documents negotiated with the International Brotherhood of Electrical Workers, Local 483, Click! Unit. The language provides an employee in a frozen pay rate, a one-time, lump sum payment of \$1,500 upon ratification of the agreement. The section also provides for the payment of retention incentives for employees for their contributions to the successful contribution to the transition of Click! operations.

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

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