



## Memorandum

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**TO:** Elizabeth Pauli, City Manager  
**FROM:** Bill Fosbre, City Attorney  
Gary Buchanan, Human Resources Director  
Kari Louie, Senior Compensation & Benefits Manager  
**SUBJECT:** Ordinance Disclosure  
**DATE:** April 17, 2018

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On the agenda for City Council action on April 24, 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, Click! Unit. The agreement was approved by the Public Utility Board as a Resolution on April 11, 2018, and is scheduled for consideration by the City Council as a Resolution on April 24, 2018. This section provides for a wage increase retroactive to January 1, 2017, of 2 percent.

**Section 2:** 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, Click! Unit. This section provides for a wage increase retroactive to January 1, 2018, of 3 percent.

**Sections 3 & 4:** Amend Section 1.12.355 to provide for corrections to pay rates effective January 1, 2018 and January 1, 2019, contained in Ordinance 28493, passed on March 6, 2018, for employees represented by the International Brotherhood of Electrical Workers, Local 483, Human Resources Unit, due to errors in rounding.

**Section 5:** Amends Section 1.12.640 to provide for the implementation of provisions in the Collective Bargaining Agreement between the City and the International Brotherhood of Electrical Workers, Local 483, Click! Unit. This section provides that an employee active as of the date of ratification of the agreement and in a frozen wage rate, will be eligible to receive a one-time lump sum payment of \$1,000, and another one-time lump sum payment of \$1,000 if their wages remain frozen after the 2018 wage increase is applied.

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

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