



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: August 15, 2019

On the agenda for City Council action on August 20, 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 implement provisions of the 2018 – 2021 Collective Bargaining Agreement (CBA) negotiated with Teamsters Local 313. The agreement is scheduled for consideration by the City Council as a resolution on August 20, 2019. The agreement is for four years, and covers approximately 133 full-time, budgeted positions. This section provides for a wage increase effective retroactive to January 1, 2018, of 2.5 percent.

Section 2: Amends Section 1.12.355 to implement provisions of the CBA with Teamsters Local 313. This section provides for a wage increase effective retroactive to January 1, 2019, of 3 percent; and also reduces the number of steps in pay range for Sewer Worker from 6 steps to 5 steps, and the agreement provides language on how employees are to be placed within the revised pay range.

Section 3-4: Amends Section 1.12.355 to implement provisions of the CBA with Teamsters Local 313. These sections provide for a wage increase effective January 1, 2020, of 3 percent, and a wage increase effective January 1, 2021 of 2.5 percent.

Section 5: Amends Section 1.12.640 to implement provisions of the CBA with Teamsters Local 313. This section provides for a one-time, lump sum payment for employees employed as of July 29, 2019, of \$300 for the Union's agreement to remove an attendance incentive from the contract; and removes language for employees in the classification of Senior Sewer Worker, regarding criteria needed to receive non-automatic step 4.

Section 6: Provides for the effective dates of the sections above.

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