



TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: September 24, 2013

On the agenda for City Council consideration on October 15, 2013, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of that ordinance pursuant to Tacoma Municipal Code, Section 1.12.970.

Section 1: Amends Section 1.12.355 to implement provisions of a Letter of Agreement reached between the City of Tacoma and the Professional and Technical Employees, Local 17. The bargaining unit consists of approximately 258.9 budgeted, full-time equivalent positions. The agreement was reached between the parties in lieu of the market increase for 2013, and has been scheduled for consideration by the Public Utility Board as a Resolution on October 9, 2013, and by the City Council as a Resolution on October 15, 2013.

Effective January 1, 2013, wages for all classifications in the bargaining unit shall increase by five (5) percent, except for the classification of Sewer Transmission Systems Maintenance Supervisor, CSC 5030, which will not receive an increase, as the classification has been repurposed. Other changes in this section include title changes for the classification of Environmental Lab Analyst to Environmental Lab Scientist II; Senior Environmental Lab Analyst to Environmental Lab Scientist III; and Lab Technician to Lab Assistant; and a new classified title of Environmental Lab Scientist I will be created, and the top step of the pay range for the classification set equally between the top step of the Lab Assistant and Environmental Lab Scientist II, pursuant to the agreement.

Section 2: Amends Section 1.12.355 to implement the provisions of the Letter of Agreement negotiated between the City of Tacoma and the Professional and Technical Employees, Local 17. This section of the ordinance provides for a five (5) percent increase for the classification of Collection Systems Worker; reduces the pay range for the classification from 21 steps to five (5) steps; and provides employees in this classification the ability to receive longevity pay, effective March 7, 2013.

Section 3: Amends Section 1.12.640 to implement provisions of the Letter of Agreement between the City of Tacoma and the Professional and Technical Employees, Local 17. This section provides for amending the original sunset date of December 31, 2012, for an application of rate for employees in the classifications of Building Inspector (CSC 2101), Code Inspector Supervisor (CSC 2102), Mechanical Inspector (CSC 2119) or Senior Inspector (CSC 2122) when holding the applicable ICC certification for their assigned discipline and one additional ICC certification shall receive five percent above his/her base rate of pay, to sunset on December 31, 2014. The section also provides for a one-time, lump sum payment of \$1,000 for employees in classifications represented by the bargaining unit. Further, employees Ramiro Sanchez and Michael Roper will receive a lump sum payment in the amount of \$365 each and David Waller will receive a lump sum payment of \$550, all as pursuant to the Letter of Agreement signed between the parties.

Section 4: Provides for the effective dates.