



Memorandum

TO: Elizabeth Pauli, City Manager
FROM: Gary Buchanan, Human Resources Director
Corey Moriyama, Senior Labor Relations Manager
Kari Louie, Benefits Manager
SUBJECT: Ordinance Disclosure
DATE: December 15, 2017

On the agenda for City Council action on January 2, 2018, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of the ordinance pursuant to Tacoma Municipal Code, Section 1.12.970.

Section 1: Amends Section 1.12.115 to implement provisions of a Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit. The agreement was approved by the Tacoma Public Utility Board Resolution U-10978, at their meeting on December 13, 2017; and is scheduled for consideration by the City Council as a resolution on January 2, 2018. This section provides for a match of deferred compensation contributions of employees classified as Railway Yard Clerks up to 3 percent.

Section 2-3: Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #297 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit. These sections provide for an increase to the top step rate to \$34.72 retroactive to September 18, 2017; and an increase to the top step rate to \$35.57 retroactive to January 1, 2018.

Section 4: Amends Section 1.12.355 to implement provisions of a Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Yard Clerk Unit. This section provides for a deferral of wages effective July 1, 2018, per the terms of the Western Metal Industry Pension Fund – Rehabilitation Plan and the collective bargaining agreement.

Section 5-6: Amends Section 1.12.355 to implement provisions of the Collective Bargaining Agreement negotiated with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors' Unit. These sections provide for a top step rate increase to \$36.47 effective January 1, 2019, and a deferral of wages effective July 1, 2019, per the terms of the Western Metal Industry Pension Fund – Rehabilitation Plan and the collective bargaining agreement.

Section 7: Amends Section 1.12.640 to provide employees represented by the District Lodge #160, Yard Clerk Unit, and in an active status on November 15, 2017, to receive a one-time lump sum payment of \$1,000, per the terms of the collective bargaining agreement.

Section 8: Provides for the effective dates for the sections listed above.

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