



Memorandum

TO: T.C. Broadnax, City Manager
FROM: Joy St. Germain, Human Resources Director
SUBJECT: Ordinance Disclosure
DATE: March 28, 2014

On the agenda for City Council action on April 8, 2014, will be an ordinance to amend the Compensation Plan. This memorandum discloses the contents of that ordinance pursuant to Section 1.12.970 of the Tacoma Municipal Code.

Section 1: Amends Section 1.12.355 to implement provisions of Letters of Agreement negotiated between the City of Tacoma and the Teamsters Local Union No. 117, General Unit. The collective bargaining agreement covers approximately 191.5 full time equivalent (FTE) positions with approximately 141.8 FTE positions assigned within General Government and the remaining 49.7 FTE assigned within Tacoma Public Utilities. The Letters of Agreement were adopted by the Public Utility Board by Resolution U-10681 on March 26, 2014 and are scheduled for consideration by the City Council as a resolution on April 8, 2014.

This section provides for market-based wage adjustments, retroactive to January 1, 2014, based on where each classification in the bargaining unit sits within the comparable market. For employees in classifications that are not receiving a wage adjustment (except for employees in the classification of Laborer, CSC 5001), employees shall receive a 1 percent one time lump sum payment, based on the employee's 2013 base annual salary.

Code	Job Title	% Change
5365	Animal Control & Compliance Officer	No change
5016	Asphalt Plant Crew Leader	No change
5015	Asphalt Plant Operator	5.0%
5201	Carpenter	4.0%
5210	Concrete Finisher Crew Leader	No change
1101	Crime Analyst	5.0%
1102	Crime Analyst, Senior	2.43%
1099	Crime Program Technician	2.43%
4210	Crime Scene Technician	No change
5020	Equipment Operator	3.0%
5021	Equipment Operator, Heavy	3.0%
4208	Forensic Specialist	No change
5041	Grounds Maintenance Crew Leader	No change
5040	Grounds Maintenance Worker	No change
5047	Hydro Grounds Maintenance Worker	No change
5001	Laborer	No change
4212	Latent Print Examiner	No change

Code	Job Title	% Change
5205	Painter, Industrial	4.0%
0016	Police Administrative Support Specialist	No change
0628	Refuse Scale Operator	2.5%
0627	Solid Waste Worker	2.5%
5025	Street Maintenance Crew Leader	No change
5002	Street Maintenance Worker	No change
0530	Tax & License Field Auditor	5%
0531	Tax & License Field Auditor, Senior	3%
0529	Tax & License Office Auditor	3%
0525	Tax License Compliance Officer	3%
5023	Traffic Sign & Marking Specialist	1.6%

Section 2: Amends Section 1.12.640 to provide employees in the classifications of Crime Analyst (CSC 1101) or Senior Crime Analyst (CSC 1102) with an educational incentive premium of 2.5 percent, when they show proof of a Master's degree in a specialized field, as provided for in a letter of agreement with the Teamsters Local Union No. 117, General Unit. The section will also delete language regarding applications of rate for Grounds Maintenance Worker (CSC 5040), Hydro Grounds Maintenance Worker (CSC 5047) or Street Maintenance Worker (CSC 5002) when operating specialized pieces of equipment as outlined in the letters of agreement. Employees will be eligible to upgrade to the Equipment Operator (CSC 5020) rate of pay in place of the previous applications of rate of 6.2 percent.

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

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