



Memorandum

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 2, 2018

On the agenda for City Council action on April 10, 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 Tacoma Police Union, Local 6, I.U.P.A. The agreement covers approximately 332 budgeted, full-time positions, and has been scheduled for consideration by the City Council as a Resolution on April 10, 2018. This section provides for a wage increase of 4.5 percent, effective retroactive to January 1, 2017.

Section 2: Amends Section 1.12.355 to provide for the implementation of the collective bargaining agreement with the Tacoma Police Union, Local 6, I.U.P.A. This section provides for a wage increase of 3 percent, retroactive to January 1, 2018.

Section 3: Amends Section 1.12.355 to provide for the application of the indexing provision language contained in the collective bargaining agreement with the Tacoma Police Management Association, adopted by Resolution 39603, on December 6, 2016. This section provides for an additional wage increase, based on the indexing provision language, of 2.5 percent, effective retroactive to January 1, 2017.

Section 4: Amends Section 1.12.355 to provide for the application of the indexing/parity language contained in the collective bargaining agreement with the Professional Public Safety Management Association, adopted by Resolution 39557, on October 4, 2016. This section provides for an additional wage increase of 2.1 percent, effective January 1, 2017. Wages in the ordinance include a 1 percent reduction of salary forgone to the Voluntary Employee Beneficiary Association (VEBA) per the terms of the agreement.

Section 5: Amends Section 1.12.355 to provide for the application of the 2018 indexing language contained in the collective bargaining agreement with the Professional Public Safety Management Association, adopted by Resolution 39557, on October 4, 2016. This section provides for a wage reduction of -4.4 percent for the classifications of Deputy Fire Chief and Assistant Fire Chief. However, no current bargaining unit member's wages shall be reduced; instead, their wages shall be frozen until the wages of the classifications supervised catches up to the bargaining unit's wages, pursuant to the language in the agreement. Wages in the ordinance also include a 1 percent reduction of salary forgone to the Voluntary Employee Beneficiary Association (VEBA) per the terms of the agreement.

Section 6: Amends Section 1.12.355 to provide for rates of pay for Police Officer Recruit (4201) to mirror the first three steps of Police Officer, effective retroactive to January 1, 2017.

Section 7: Amends Section 1.12.355 to provide for rates of pay for Police Officer Recruit (4201) to mirror the first three steps of Police Officer, effective retroactive to January 1, 2018.

Section 8: Amends Section 1.12.355 to provide for a correction to the step 5 rate of pay for Apprentice Communications Systems Technician (CSC 4119), contained in Ordinance 28488, passed on February 13, 2018.

Section 9: Amends Section 1.12.355 to provide for the implementation of a market based wage adjustment of 5 percent for the non-represented classification of Fire Code Official (0519).

Section 10: Amends Section 1.12.355 to provide for a title change for the classification of Utilities Warehouse Supervisor (0305) to Warehouse Supervisor (0305).

Section 11: Provides for the effective dates of the sections outlined above.

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