



## Memorandum

---

**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Human Resources Director  
**SUBJECT:** Ordinance Disclosure  
**DATE:** April 22, 2014

---

On the agenda for City Council action on April 29, 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 provide for a new classified classification, titled Wastewater Treatment Plant (WWTP) Operator-in-Training, pursuant to a Letter of Understanding negotiated between the City and the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Pollution Control Unit.

All provisions in the current collective bargaining agreement will apply to the new WWTP Operator-in-Training classification, except that Operators-in-Training will not be eligible for standby assignments, or bidding to other locations.

The new classification will provide an opportunity for qualified, skilled, and interested applicants to receive training and development, in combination with existing education and training, to become certified at the Wastewater Treatment Plant Operator, Level 1. Employees who successfully complete the probationary period and training and secure the WWTP Operator Level 1 certification from the Washington State Department of Ecology, within the prescribed timelines, may compete for any vacant position in the WWTP Operator classification, per the Civil Service Rules.

**Section 2:** Provides for the effective date.

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